



TRUST BOARD

Title: KEY ISSUES AND ESCALATION POINTS
Name of Committee: PEOPLE PARTICIPATION COMMITTEE
Committee Chair: Fazilet Hadi
Meeting Date: 11th May 2022

Summary of key messages:

The Committee met virtually on the 11th of May in line with the Trust's Covid-19 governance arrangements. Substantial assurance can be taken from the information presented to the Committee from several updates. The Committee commented positively on the overall quality of the reports received and the level of detail described within them.

Reports / updates received

Equality and Diversity Review:

- An evaluation of the Trust's 2021/22 performance was provided, it was agreed that the four EDI indicators had been achieved. It was noted that the grading for the EDI 2021/22 had remained the same and that this was an overall excellent achievement considering the current ongoing pandemic.
- The Committee supported the four new EDI objectives for 2022/23, noting that they would be going to Board in May for formal approval.
- An update on the Anti-racist Work Programme was provided the following Anti-racist pledge had been proposed which would be going to May's board for final approval: ***We will have a persistent focus on diversity and inclusion which ensures that all people who use our services and our staff feel safe, supported and valued. We will be an organisation that champions anti-racism in all that we do.***

Strategy Update:

An overview of 2021/22 Implementation of the People Participation action plan was provided, with the following highlights:

- Some actions had been transferred to the 2022/23 plan, although there had been a large amount co-production work during 21/22 (throughout the pandemic).
- Key success in the collaboration with Royal Voluntary Service supporting 4,000 volunteers within Mass Vaccination Centre's.

The following sections were noted from the People Participation action plan for 2022/23:

- For the first time, a selection of Patients, Service Users and Community representatives had been consulted on the strategy.
- Emphasis placed on ensuring volunteers of the Trust had a positive experience and feel valued.
- The recruitment of a new 'Equality, Diversity and Inclusion Lead'
- Embedding coproduction into service development projects and increasing staff awareness and training were also identified as key priorities

The People Strategy has five programmes of work, programme 4 being Diversity and Inclusion for all. Highlights from this strategy included:

- There were now three active diversity staff networks within the Trust.
- The Trust was finalising the roll out of BAME representation on interview panel where a BAME applicant was shortlisted and generally widening the diversity of those involved in recruitment including exploring options to have service users involved in selection.
- The workforce Race Equality and Workforce Disability Equality Improvement plans were in place and being delivered.

The Trust wide Working Together Group Update

The following key points were noted:

Norfolk and Waveney Children's Services

- Additional needs 14-plus annual health checks - collaborative work had been taking place within Norfolk and Waveney and 'Just One Norfolk' to create an information film for service users and what to expect.

Bedfordshire and Luton Children's Services

- SEND champions had been elected for each 0-19 locality team as a result of feedback from practitioners and service users.
- The 'Something Feels Different' project aimed at families advising how they could access support.

Cambridgeshire and Peterborough Children's Services

- 'Getting ready for change' work and link for 'self-help health' survey via a digital platform had been used to seek feedback from a variety of sources.
- Work was ongoing with The Healthy Child programme condolence letter, with the aim to signpost to support groups.

Volunteer report

It was noted that the trust had been successful in gaining funds from NHS England, these monies were utilised to recruit a Volunteer Co-ordinator role as a 9-month secondment and that volunteers were returning to face-to-face activities; new welcomer volunteers had been placed within the Princess of Wales Hospital.

Trust wide Workforce Groups (Cultural diversity, LGBTQIA+, Long-term Conditions and Disability)

The following key points were noted and discussed:

- A review of the Staff opinion surveys showed small numbers of bullying and harassment concerns to colleagues with a disability or who were from a BAME background. This had been incorporated into the Improvement Action Plan.
- The 2021 Staff opinion survey (SOS) questions which were linked to the WRES had been reviewed and any actions agreed as part of the SOS plan for 2022/23.
- Feedback from Staff opinion surveys highlighted abuse from patients towards staff as an area of big concern and as a result this would be a key focus on the action plan.

Luton Adults (focus)

- The Committee received an update on the co-production work that Luton Adults have been undertaking which included a presentation by our People Participation Champion within the Cancer Care Team. The Committee noted that our patients within the Cancer Care Service now have opportunities to provide real time feedback to us about our provision and the things that are going well and where we can improve.

PPC Cycle of Business 2022/23

- The cycle of business was noted.

Risk Review

- There are currently no risks that are rated above 12 that are linked to the PPC.

Escalation Points:

No formal escalations to the board.

For noting:

- Work was now underway to involve Service on interview panels as part of the Trust overall approach to co-production.
- Equality and Diversity objectives for 2022/23 were approved ready for final discussion at Board.
- The Trust was investing in Equality Diversity and Inclusion Lead role for service users.
- Update on WRES, WDES and Gender pay gap was received.
- The Trust has appointed two patient safety partners.
- The Trust has introduced a payment process for co-production partners.

Emerging Risks/Issues:

None.

Examples of Outstanding Practice or Innovation:

The reports contained a number of examples of good practice including:

- The work undertaken by the People Participation Champion within Cancer Care.
- The organisation was starting to welcome new volunteers to our sites to support our clinical teams.
- The increased level and scope of co-production across the organisation, which included the People Participation element of the clinical and quality strategy.

| | |
|------------|-------------|
| | Kate Howard |
| Job Title: | Chief Nurse |
| Date: | May 2022 |