

TRUST BOARD

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| Title: | People Participation Committee: Key Issues Report |
| Action: | FOR NOTING |
| Meeting: | 12 September 2018 |

Purpose:

In line with the Trust's delegation framework this paper updates the Board on key messages from the newly constituted Committee and any points of escalation.

This paper relates specifically to points from the People Participation Committee meeting held on 24 July 2018.

Recommendation:

The Board is asked to note the update from the People Participation Committee.

| | Name | Title |
|--------------------|--------------|-------------|
| Author: | Julia Sirett | Chief Nurse |
| Executive Sponsor: | As above | As above |

Trust Objectives

| Objective | How the report supports achievement of the Trust objectives: |
|--------------------------------------|---|
| Provide outstanding care | Involvement of people from the communities we serve in developing our services is essential to improve the quality of care delivered. |
| Collaborate with other organisations | People Participation involves collaboration with many different organisations and communities. |
| Be an excellent employer | Staff engagement is a key component of this new committee |
| Be a sustainable organisation | Involving people in improving standards will contribute to the maintenance of a sustainable organisation. |

Trust risk register

Risk 1320 relating to maintenance of compliance with CQC standards

Legal and Regulatory requirements:

CQC regulatory framework

Previous Papers:

| Title: | Date Presented: |
|------------------------|-----------------|
| N/A – inaugural report | |

Equality and Diversity implications:

This report does not include any specific Equality and Diversity implications.

| Objective | How the report supports achievement of objectives: | | | | | | | |
|---|---|---|--|---|----------------------------------|---|---------------------------------|--|
| Achieve an improvement in the percentage of service users who report that they are able to access the Trust services that they require. | This report refers to People participation activity across our entire service portfolio | | | | | | | |
| To introduce people participation in our diversity and inclusion initiatives to capture the experience of hard to reach/seldom heard/varied community groups. | This report refers to People participation activity across our entire service portfolio | | | | | | | |
| To introduce wider diversity on recruitment selection panels. | The approach to enable this to happen was discussed. | | | | | | | |
| To deliver customised training and development for staff to further improve awareness of diversity and inclusion. | Not applicable | | | | | | | |
| Are any of the following protected characteristics impacted by items covered in the paper Yes all indirectly in a positive way due to the reporting of People Participation activity across a wide range of services. | | | | | | | | |
| Age <input type="checkbox"/> | Disability <input type="checkbox"/> | Gender Reassignment <input type="checkbox"/> | Marriage and Civil Partnership <input type="checkbox"/> | Pregnancy and Maternity <input type="checkbox"/> | Race <input type="checkbox"/> | Religion and Belief <input type="checkbox"/> | Sex <input type="checkbox"/> | Sexual Orientation <input type="checkbox"/> |

Key Messages for the Board:

- This inaugural meeting agreed that the purpose of the Committee was to provide assurance to the Board that, within the Trust, there was a culture of continuous, positive improvement driven by participation with 'people' in the communities we serve.
- Context to the People Participation Committee was outlined by explaining that the Trust Board, at the November meeting in 2017, approved the move from an informed to a devolved position where people are involved with the services that our Trust delivers. This includes staff, patients, service users, community representatives and other stakeholders.
- The Committee received the proposed governance / assurance structure diagram which showed how Co-production and Patient Experience sat in relation to People Participation. It discussed that this strategy requires a 'bottom up' approach with locality plans owned by services and that we need to find a successful way of monitoring that approach.
- The terms of reference were amended and will be approved at the next meeting.
- A review of current levels of activity has been carried out and summarised to the committee.
- The committee has embedded Workforce Diversity & Inclusion into its reporting structure so that there is no requirement for it to go directly to the Board.
- There will be reporting of staff, patient and stakeholder involvement.
- The Committee discussed the involvement of service users in the interview process and agreed that there should be minimal bureaucracy involved in order to encourage people to participate in this process.
- A summary of year one actions from this Priority within the Quality and Clinical Strategy was received and noted.

Issues for Escalation

There were no points for escalation to the Trust Board in line with the escalation framework.