



## TRUST BOARD

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**Title:** KEY ISSUES AND ESCALATION POINTS  
**Name of Committee:** PEOPLE PARTICIPATION COMMITTEE  
**Committee Chair:** NICOLA SCRIVINGS  
**Meeting Date:** 3<sup>rd</sup> May 2019

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### Summary of key messages:

We are currently developing relevant outcome metrics for the People Participation Year 2 Plan. This will be agreed through the Trust Wide Working Together Group and reported to the next People Participation Committee.

The cycle of business was approved with slight amendment.

All of the Co Production Lead posts are now recruited to and are busy scoping out engagement opportunities in the areas that they are working – of note is the collaboration with colleagues from Cambridgeshire and Peterborough Foundation Trust (CPFT) and East London Foundation Trust (ELFT) to develop a single approach to People Participation across Bedfordshire Community Health services and Cambridgeshire/Peterborough Children's services.

The Workforce Diversity and Inclusion working group continues to focus on actions to support our wider workforce including Cultural Ambassador programme and finalising the roll out of BME representation on recruitment panels and key actions arising from our gender pay gap, workforce race equality standards and workforce disability standards action plans.

### Escalation Points:

Nothing for formal escalation

### Emerging Risks/Issues:

There are no risks or emerging issues but the committee noted that the actions to address agenda pay gap and WRES were long term and the outcome of actions will therefore take time to have impact.

### Examples of Outstanding Practice or Innovation:

A number of exceptional examples of practice were highlighted including:

- Representation from clinical services and our Executive Leadership team at a recent SEND conference linking people from Bedford, Luton and Milton Keynes health, education and social care systems together with Parent carer Forum representatives
- Our Cultural Ambassadors have become established and making a difference to our formal HR processes which involve staff from a BME background. We are working with the Royal College of Nursing (RCN) to train further staff in the future.
- We are working with RCN colleagues to introduce the Disability Passport for staff who change employers.
- High levels of engagement with local community groups was particularly highlighted during the ongoing refurbishment of the North Cambs Hospital site in Wisbech.

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