



TRUST BOARD

Title:	KEY ISSUES AND ESCALATION POINTS
Name of Committee:	PEOPLE PARTICIPATION COMMITTEE
Committee Chair:	Fazilet Hadi
Meeting Date:	28th February 2023

Summary of key messages:

Substantial assurance can be taken from the information presented to the Committee from several updates. The Committee commented positively on the work undertaken by the various workstream leads.

Reports/ Presentation:

Annual Equality Delivery System (EDS) 2022 Review for 2022/23 (Domains 1-3)

Domain 1 Commissioned or provided services: The national changes to the annual EDS system were highlighted, the Trust as part of this new review had to choose two services to focus on, iCaSH (Integrated Contraceptive and Sexual Health) teams alongside the Luton Adult Chronic Respiratory Service were identified for this purpose. Following the review, the services were graded against the 11 EDS indicators. The Committee agreed with the ratings and approved the equality objectives.

Domain 2 Workforce Health and Wellbeing: The 2022-23 Workforce Objectives were reviewed as part of the self-rating exercise in February 2023, the outcomes were discussed and agreed by the Committee, the proposed 2023-24 objectives for domain 2 were approved.

Domain 3 Inclusive Leadership: the grading for this element was 'achieving' which was agreed by the Committee, and the proposed objectives were approved.

Overall, the organisation (with the cumulative grading from domain 1, 2 and 3) scored 23 which equates to 'achieving', (there are four categories; underdeveloped, developing, achieving, and excelling). Discussion was held around each of the target areas ensuring that all the key topics had been covered. This overall position was endorsed by the Committee, with the outcome now going to Board via the annual Equality report.

Emergent PPI Strategy Themes for 2023/26 – Key Priorities for Patient Facing Work

The draft plans were shared with the group they included; embedding co-production, nurturing relationships with our communities and service users and looking at how we can ensure those who support our involvement work can represent the diversity of their community. Alongside this there are several goals that will feature in the action plans which will sit underneath each of the strategic priorities.

People Strategy Themes for 2023/26

An update on the People's Strategy and the four domains was provided, with a particular focus on the indicators linked to equality, the EDS and supporting our volunteer workforce.

Key Issues From The Trust Wide Working Together Group (TWWTG)

The co-production presentations shown at the TWWTG were circulated for information and interest. Further updates were provided in relation to Luton Adults and Norfolk and Waveney with a particular focus on the involvement activity linked to the digital platform work and the Just One Norfolk review. In Quarter 3 volunteers provided the Trust with 726 hours of support, with 2 new digital volunteer roles being recruited too.

Wider Workforce Diversity and Inclusion Update

An update was provided on some of the key elements of this workstream, this included the 'no more' tick boxes' campaign and the plan to ensure people from Black and Asian backgrounds are

represented on each of the Trusts interview panels. The Committee had an update on the well being guardian action plan and was advised that Richard Iles had taken over the role of Well-being Guardian. A discussion in relation to the diversity and inclusion indicators highlighted that the organisation had ambitious plans in place to increase the workforce diversity for those in bands 6-8, linked to the BAME diversity committee effectiveness programme, the feedback from which has been positive.

Cambridgeshire and Peterborough Young People’s Service Presentation

An update was provided from the Cambridgeshire and Peterborough co-production lead, this focussed on the work the team are undertaking with young people to develop a digital video for the getting ready for change website, the review of the team’s antenatal letters and how the team are raising awareness of the 14 -19 year old SEN (Special Educational Needs) annual health checks.

Risk Review:

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

Escalation Points:

None.

Emerging Risks/Issues:

None.

Examples of Outstanding Practice or Innovation:

The reports contained several examples of good practice including:

- The collective work (by the three leads) undertaken on delivering the EDS2 outcome.
- The learning disabilities work around easy read and also the plans to link with the communications team in trying to raise staff awareness were highlighted.
- The establishment of a local Working Together Group in Luton and Bedfordshire was noted. Previously this aligned to specific projects, this now meets monthly and looks at the recruitment and selection of staff, working with Comms and transformation and improvement.
- Bedfordshire’s epilepsy service transition event was highlighted.

The Committee was pleased to welcome two Patient Involvement Partners, as new members to the meeting.

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Date:	2 nd March 2023