

TRUST BOARD

Title:	NHS People Plan (31 July 2020)
Action:	FOR NOTING
Meeting:	16th September 2020

Purpose:

NHS England, NHS Improvement and Health Education England published the **We are the NHS Plan 2020/21** on 31 July 2020.

The purpose of this report is to provide the Board with a summary of the key commitments in the national People Plan and identifies the implications of the plan for the Trust and its People Strategy 2020/23 and Implementation Plan 2020/21.

Recommendation:

The Board is asked to:

- Note the content of the recently published **We are the NHS: People Plan 2020/21 and Our People Promise**
- Note the requirement for Board level Wellbeing Guardians and agree the Non-Executive Director Guardian
- Note the process that we have undertaken to review all actions within the national plan
- Note the actions that have been identified to be included in our People Strategy Implementation Plan 2020/21.
- Note that some of the actions identified to be included in the implementation plan are already in progress.

	Name	Title
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Executive sponsor:	Anita Pisani	Deputy Chief Executive Officer

Trust Objectives

Objective	How the report supports achievement of the Trust objectives:
Provide outstanding care	The report supports the achievement of all Trust objectives
Collaborate with others	
Be an excellent employer	
Be a sustainable organisation	

Trust risk register

BAF Risk 3163: There is a risk that the delivery of high quality care will be adversely affected if levels of staff morale reduce ((*Risk Rating 12*)).

BAF Risk 3164 – There is a risk that the Trust is unable to maintain high quality care due to the number of services/teams facing workforce challenges. (*Risk Rating 12*)

BAF Risk 3166: There is a risk that patients and service users do not receive outstanding care if services fail to remain compliant with CQC Fundamentals of Care standards (*Risk Rating 8*)

Legal and Regulatory requirements:

NHS Constitution
CQC Outcomes

Previous Papers:

NHS People Plan: Published on 31st July 2020

Diversity and Inclusion implications:

Objective	How the report supports achievement of objectives:
To re-launch the Trust Staff Diversity Network and, where staff indicate a desire, to establish protected characteristics specific sub networks. The Networks to be a forum for staff to share experiences, review the Trust Diversity and Inclusion Policy and practices and to give feedback and suggestions on how the Trust can support its diverse workforce and seek to eliminate any bias.	The report supports the achievement of all Trust Equality objectives.
To introduce reverse mentoring into all our in house management and leadership development programmes, to promote diverse leadership through lived experiences.	
We will measure the impact of our virtual clinical platforms, ensuring that they are fully accessible to the diverse communities we serve.	
We will ensure that the recruitment of our volunteers are from the diverse communities they serve.	

Are any of the following protected characteristics impacted by items covered in the paper								
Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

1. Introduction/background/context

- 1.1 NHS England, NHS Improvement and Health Education England published the **Interim People Plan** in June 2019. This interim plan set out the vision for people who work for the NHS to enable them to deliver the NHS Long Term Plan.
- 1.2 Informed by the NHS People Plan and building upon our achievements through the delivery of our Workforce, Organisational and Service Redesign Strategy 2016-2021, the Trust's People Strategy 2020/23 was produced and approved by the Board in March 2020.
- 1.3 The NHS interim People Plan has now been updated and on 31 July 2020. **We are the NHS: People Plan 2020/21** was published (Appendix 1).
- 1.4 Each local system is asked to develop a local People Plan in response to the national plan, to be reviewed by regional and system level local People Boards.
- 1.5 Employers are encouraged to develop their own organisational People Plan.
- 1.6 This report sets out the key commitments in the national People Plan and identifies the implications for the Trust. Of note is that there is much in this national plan that is already reflected in our Trust People Strategy 2020/23 and its Implementation Plan 2020/21.

2. Summary of the We are the NHS: People Plan 2020/21

- 2.1 The plan recognises the impact of Covid-19 and focuses primarily on the immediate term (202/21) with an intention for the principles to create longer lasting change. The plan sets out how we must look after each other and foster a culture of inclusion and belonging, as well as action to grow and train our workforce, and work together differently to deliver patient care.
- 2.2 The plan sets out practical actions that employers and systems should take, as well as actions that NHS England, NHS Improvement and Health Education England. It focuses on:
 - **Looking after our people** – with quality health and wellbeing support for everyone.
 - **Belonging in the NHS** – with a focus on tackling the discrimination that some staff face
 - **New ways of working** – capturing innovation, much of it led by our NHS people and maximising the effective use of the full range of our people's skills and experience.
 - **Growing for the future** – how we recruit, train, and keep our people, and welcome back colleagues who want to return.
- 2.3 The plan makes clear the intention to see an increased role for integrated care systems to work with its constituent parts and Health Education England to use data to understand workforce and service requirements and support the attraction and deployment of staff within system.
- 2.4 The plan also includes **Our People Promise**, which outlines behaviours and actions that staff can expect from NHS leaders and colleagues, to improve the experience of working in the NHS. It challenges us all to make the NHS a better place to work and its themes and words come from colleagues who work in the NHS, who have shared their thoughts on what would improve their working experience. By 2024, the ambition is that everyone in the NHS should be able to say that:
 - We are compassionate and inclusive
 - We are recognised and rewarded
 - We each have a voice that counts

- We are safe and healthy
- We are always learning
- We work flexibly
- We are a team

2.5 Metrics will be finalised shortly, with the intention to track delivery of the plan, using the NHS Oversight Framework. Appendix 2 sets out a draft version of the metrics.

3. What the NHS People Plan and Our People Promise mean for the Trust

3.1 The People Plan and Our People Promise reflects much that is already in our Trust People Strategy 2020/23 and Implementation Plan 2020/21. The national themes are priorities that we have been successfully addressing across the Trust and will continue to do.

3.2 NHS Employers have produced a summary of all the actions within the plan and we have reviewed all employer actions to both identify any gaps in our current plan and to assess our progress with actions that are already within our plan. Appendix 3 sets details the outcome of our review of the actions that fall under the nine headings:

- Health and wellbeing
- Flexible working
- Equality and diversity
- Culture and leadership
- New ways of delivering care
- Growing the workforce
- Recruitment

3.3 Below are the key actions that we have identified that we need to include in our existing People Plan: Implementation Plan for 2020/21:

- Appoint Board (Executive and Non-Executive Director) Wellbeing Guardians who will look at the organisation's activities from a health and wellbeing perspective and act as a critical friend when necessary to the Live Life Well group. Anita Pisani, Deputy CEO will be the Executive Director Wellbeing Guardian and **the Board is asked to agree the Non-Executive Director Guardian.**
- Include in staff and wellbeing Live Life Well initiatives, additional support for staff manage their health and wellbeing during the Covid-19 pandemic. *(NB: Already actioned and is ongoing)*
- All members of staff to have a wellbeing conversation – that includes discussions about the wellbeing, equality, diversity and inclusion, risk assessments for vulnerable staff, including BAME colleagues and anyone who needs additional support. *(NB: Already actioned and is ongoing)*
- Review recruitment and promotion practices to make sure that staffing reflects the diversity of the community, regional and national labour markets.
- Include in workforce planning how we can use peer support workers for physical health.
- Governance arrangements in place to ensure that staff networks are available to contribute to and inform decision-making processes including a BAME network and a Disability Network *(NB: BAME network already established and work in progress to develop a Disability Network).*
- Publish progress against the Model Employer goals to ensure that the workforce leadership is representative of the overall BAME workforce.
- Ensure all in-house learning and CPD opportunities are equitable to all staff.
- Maximise how we are using our workforce data as a trust and in a place-based way.

4. Recommendations

The Board is asked to:

- Note the content of the recently published **We are the NHS: People Plan 2020/21 and Our People Promise**
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