



TRUST BOARD

Title: KEY ISSUES AND ESCALATION POINTS
Name of Committee: People Participation Committee
Committee Chair: Fazilet Hadi
Meeting Date: 12th May 2021

Summary of key messages:

This was the first People Participation Committee (PPC) since October 2020 as the committee had been postponed due to the ongoing pandemic and the 'Reducing the Burden' proposal that was agreed by the Trust board.

The meeting had four main focus areas as part of the agenda, a summary of the areas and discussion are below.

Trust Wide Working Together Group (TWTG) Update

This group had not meet since the last PPC meeting, so no updates were available. Co-production continued in some areas of our Trust and examples of this work and outstanding practice have been included in the main board papers for reference and assurance.

This year in light of the TWTG having not met in the last quarter of the annual business cycle; our approach to our annual Equality Delivery System report has been that the Head of Clinical Quality and Assistant Director of Corporate Governance worked with our co-production leads, Patient Experience Manager, leadership teams and service leads and their relevant services to gather evidence demonstrating how the Trust is meeting its duties under the Equality Act. This is reviewed annually through the completion of the Equality Delivery System (EDS2) self-assessment tool.

The two objectives for the year following this assessment were discussed by the committee and it was agreed that the objectives for 2021/22 would be carried over to 2021/22; much work has been carried out towards the two objectives, but due to the pandemic it has been agreed that they should be our continued focus around equality and diversity for the following year.

Trust Wide Workforce Diversity and Inclusion Group Update

The two Workforce objectives for 2020/21 were reviewed in March 2021 by the Workforce Diversity and Inclusion Group; an update on the outcome was provided by the Assistant Director of Workforce who chairs the Group. Based on the self-assessment and the rating against the EDS2, two new objectives for 2021/22 were proposed; one relating to development of an anti-racism strategy and the other linked to the finalisation of the in house development programme for reverse mentoring.

More detail on 2020/21 self-assessment and the proposed objectives for 2021/22 would be included in the Diversity and Inclusion Annual Report to the Board in July.

People Participation Review and Update

The committee received a presentation from the Head of Clinical Quality around the Trust People Participation approach since its conception and approval at the Trust board in November 2017. The first People Participation Committee was in July 2018 and a brief history of the journey and the successes against the initial 3 year plan (due for completion in July 2021) was provided. The main highlights and learning from the model were then discussed and a draft plan of future aims were presented and reviewed.

The key successes of the strategy have been the completion of the three year plan in a reduced timeline, implementation of the governance structure, the culture of co-production being embedded in the Trust and the dedicated co-production roles for each directorate being in place. Furthermore, many of our interviews now include service users/community representatives and stakeholder panels are used for many of our senior Trust roles as part of our interview process.

For a future strategy to be developed the Trust would be keen to link this into the new ICS structures, discussion was also undertaken around roles, resources and how we could promote patient/ carer involvement in meetings and decision making forums.

Cycle of Business -This was reviewed and agreed for the year.

The Winter Volunteering Programme 2020-21: final report was also shared with the committee as a paper for reference. This was not discussed at the meeting. The paper highlighted how the additional winter planning money that was bid for from NHS England and Improvement to support winter planning for volunteers was utilised to achieve our set objectives as part of this project.

Escalation points

- There are no escalation points for the Board.

Emerging Risks/Issues:

- There are no risks/issues points for the Board.

Examples of Outstanding Practice or Innovation:

- Overall, it was agreed that People Participation approach was being embedded effectively and there was a growing culture of 'People' 'Participating' from our communities. The approach that includes our work with our Service Users, Carers, Stakeholders and staff has a strong foundation and the governance is in place to start the next steps of our people participation journey.

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