

GREAT PLACE TO WORK COMMITTEE (GPTW)

SUMMARY REPORT

DATE OF MEETING: 7 DECEMBER 2023

COMMITTEE GOVERNANCE

- Committee Chair: **Graham Russell, Non-Executive Director**
- Quorate: **Yes**

KEY POINTS TO DRAW TO THE BOARD'S ATTENTION

STAFF STORY: SPEAKING UP

The Committee welcomed Karen to the meeting who shared her Speaking Up story. Karen had a client that she knew well and had worked with for over 8 years as an employment specialist. The client started to become noticeably unwell, and Karen sought help from her team to get the client back in to the service. She had contacted the crisis team and they had seen the client once and then discharged him despite Karen asking for further intervention. Unfortunately, Karen was notified soon after that the client had taken their own life.

The Committee heard how the events had left Karen traumatised. She did not feel supported and following contact with the Well-being Hub it was suggested she speak with the Trust's Freedom to Speak Up Guardian (FTSU). Karen said that she was initially worried about doing so because of the stigma associated with "whistleblowing" that she would get from work colleagues. Karen said that the FTSU Guardian had listened and supported her, and it had felt like a huge weight had been lifted from her shoulders.

Karen said that from the bad experience, she was able to take some positives and now actively promoted speaking up across the Trust as a FTSU Champion. In terms of a change in practice, it was **NOTED** that clients were no longer on the caseload for the team unless they were also on the Recovery Team caseload.

The Committee discussed the clinical vs non-clinical culture within the Trust, with the feeling that non-clinical colleagues did not receive the same level of respect as clinical, and that this needed to change.

The Committee thanked Karen for sharing her experience and willingness to speak up.

ICS ONE GLOUCESTERSHIRE PEOPLE STRATEGY

The Committee **RECEIVED** the ICS One Gloucestershire People Strategy which was developed following engagement sessions with partners and key stakeholders. The key themes of the Strategy included: Recruitment and retention, Enabling information in care delivery and people services, Valuing and looking after our people, and Education, training and talent development. The strategy was congruent with the NHS Long Term Plan and the three priority areas; train, retain and reform.

The Committee **ACKNOWLEDGED** there would always be differing priorities within the System, but that having an integrated people strategy for the system was positive and the

right thing to do. It was up to the different areas within the System to prioritise integrated working and to support each other's priorities.

The Committee **NOTED** that the Strategy was at times generic, and occasionally unclear who it was aimed at. It was suggested that it would merit some additional focus on key priority areas being identified with emphasis on fewer key objectives that could be well delivered given capacity and resource constraints. It would also be helpful to get a keener sense of how the ICS can best facilitate improved system working and add sustained and measurable value to the health and social care workforce in the longer term. It was **AGREED** that the key points discussed by the Committee would be fed back to the ICB for consideration.

GHC PEOPLE STRATEGY PROGRESS REVIEW & DISCUSSION

The Committee **RECEIVED** the GHC People Strategy Progress report, which provided an update with the delivery of the GHC People Strategy.

The Committee **NOTED** the solid progress with delivery of the GHC People Strategy which was approved in 2021 alongside the agreement of the first Trust Strategy. The Committee was advised that there was adequate assurance on the delivery of the aims, objectives and ambitions of the People Strategy to support the Trust in the delivery of the Trust Strategy commitment to be *A Great Place To Work*.

HR POLICY MANUAL PROJECT

The Committee **NOTED** that the HR Policy Manual was now in the final stages of proof reading and formatting. It was planned that this would be launched in January 2024. A series of manager workshops would be arranged to ensure colleagues were aware of the changes that had been made and were supported with navigating the policies and changes made. The Committee thanked colleagues, namely Keri Barrow, HR Manager and Ali Koeltgen for their hard work and dedication in completing this important project.

OTHER ITEMS RECEIVED

The Committee:

- **RECEIVED** and **NOTED** the Workforce KPI Performance Report.
- **RECEIVED** the Corporate Risk Register and **SUPPORTED** the proposed new risk around CPD funding for training.
- **RECEIVED** and **NOTED** the Board Assurance Framework.
- **RECEIVED** and **NOTED** the positive outcome of the Annual Committee effectiveness review, noting also that there had been no proposed changes to the Committee TOR this year in light of the review.

ACTIONS REQUIRED BY THE BOARD

The Board is asked to **NOTE** the contents of the report.

DATE OF NEXT MEETING: 2nd February 2024