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| Board Meeting: | 27 January 2022 |  |
| Subject: | Staff Governance Person Centred Committee update |
| Recommendation:  | Board members are asked to:

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| Discuss and Note |  |
| Discuss and Approve |  |
| Note for Information only |  |

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## 1 Background

The Staff Governance Person Centred (SGPC) Committee was held on 9 November 2021, the following key points were noted at the meeting.

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| **Item** | **Details** |
| **Safe Working Environment** | Committee noted the good progress made by the Health and Wellbeing Group on the Employability Assistance Programme.Committee noted ongoing work to identify work rest areas to utilise on site, linking with the Sustainability Strategy. |
| **Person Centred** | Committee approved, for publication by the board, data submitted on equal pay analysis for financial years 2019/20 and 2020/21. The Committee sought a presentation at a subsequent committee meeting on pay analysis in regard to other protected characteristics. This will support the Committee’s development of the Diversity & Inclusion Strategy. |
| **Well Informed** | Committee commended the Communications team for their work, and noted that engagement is underway for the Communications Plan for 2022.Committee noted IPR challenges relating staff absences rate and safe attendance to work, in context of COVID-19 variant. Other areas highlighted were positive, including disciplinary.  |
| **Well Trained** | Workforce Plan presentation generated discussions about future key priorities, including the contribution which can be made by working in partnership with local authorities on, for example, housing for international recruitment. |
| **Involved in Decisions** | Committee discussed appraisals, including learning and development support to sustain the progress for appraisal completions at the rates achieved in Financial year 2020/21 and continue to improve towards the target, taking into account current workforce pressures |
| **Fair and Consistent** | Committee commended Lisa Walsh’s involvement with iMatter, which achieved a higher number of completed action plans, 74%, following a 50% completion rate from the previous year. The Committee noted comments from a number of members and attendees on how frequently iMatter features in conversations with staff and in management discussions. |

The next meeting is scheduled for 3 March 2022.

## 2 Recommendation

Board Members are asked to note the SGPC Committee Update.

**Marcella Boyle, Chair – Staff Governance Person Centred Committee**

**Gareth Adkins, Director of Quality, Innovation & People**