

**Report from Chair of Strategic People Committee (SPC)**

**Date of Committee** 30 October 2025

Item	Summary of Item	Committee Assured	Further Work Required	Referral Elsewhere for Further Work	Recommendation to Board
<b>Meeting Minutes</b>	Minutes from the Strategic Workforce Committee meeting on 22 September 2025	<b>Approved</b> , subject to minor amendments	None	Refer to Audit Committee for <b>noting</b>	n/a
<b>Chief People Officer (CPO) Report</b>	Update on key people developments since the previous Committee meeting (September 2025)	<b>Noted</b> , including current uptake of the National Staff Survey to date (38%), noting lower uptake than previous years also seen nationally		n/a	n/a
<b>Freedom to Speak Up (FTSU) Report</b>	Quarterly report summarising FTSU activity and key themes arising during Q2 2025/26 and an overview of planned national changes  Overview of recent thematic review published by the National Guardians Office (September 2025)	<b>Assured</b> , noting the following: <ul style="list-style-type: none"><li>- Increasing numbers of colleagues declaring neurodivergence and the need to support managers to manage this</li><li>- The range of activities undertaken for October Speaking Up Month by colleagues across the Trust</li><li>- Ongoing aim to work towards a culture where all colleagues can speak up to their manager</li><li>- The need to support the FTSU team in view of findings of the thematic review and the end of the secondment for the Freedom To Speak Up Guardian from the South Central Ambulance Service</li></ul>	None	n/a	To take <b>assurance</b> from the report

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<b>Guardian of Safe Working Hours (GSWH) Report</b>	Quarterly report summarising GSWH activity during Q2 2025/26 including a summary of exception reports raised across the organisation and comparison to previous quarters	<b>Assured</b> , noting continued positive trends since the Q1 report	None	n/a	n/a
<b>Sexual Safety Charter Assurance Framework</b>	Overview of compliance against required actions within this framework, in response to a letter from NHS England – ‘Actions to tackle sexual misconduct in the NHS’ (August 2025)	<b>Assured</b> , noting the following: - Compliance with 8 of 10 actions with further work to do to achieve full compliance with actions related to training and culture - Wording of the question in the National Staff Survey on sexual misconduct, recognising questions were set nationally but it would be important to consider local interpretation and management - National guidance related to sharing of information when individuals move between Trusts	None	Digital Health Programme Board – review ability to proactively monitor inappropriate behaviours related to identification of vulnerable individuals and accessing such records	To note position of compliance
<b>Resident Doctors 10-Point Plan</b>	Overview of compliance against required actions, in response to a letter from NHS England – ‘Getting the basics right for resident doctors’ (August 2025)	<b>Assured</b> , noting the following: - Changes to processes related to exception reporting - Importance of focus on all groups of staff and the need for more general initiatives and comms where appropriate	Consider Go See Visit shadowing resident doctors to improve both engagement and understanding Build further information into the Committee workplan on resident doctor related issues	Colleague Voice for Trust Board to be considered in this area, particularly in view of upcoming industrial action	To note position of compliance

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<b>Employee Relations (ER) Report</b>	Overview of employee relations cases opened and closed during Q1-2 2025/26 arising from key Trust policies	<p><b>Assured</b>, noting the following:</p> <ul style="list-style-type: none"> <li>- Significant costs to the organisation where investigations are underway for protracted amounts of time alongside costs of not undertaking such as well as the potential for lasting impact on colleagues following involvement in an investigation</li> <li>- Need to ensure follow-up clarity on outcomes on all cases, the setting of clear expectations on behaviours and using robust methodology when these are not demonstrated</li> <li>- The importance of benchmarking/comparing information related to gender and Trust site, for example</li> <li>- Dedicated resource for domestic violence support in-house noting this would be investigated as a criminal case</li> <li>- Additional training put on for managers which had been received positively and highlighted areas for improvements in processes</li> <li>- Current position related to redeployment, with a new Standard Operating Procedure (SOP) to support timely processes in this area</li> </ul>	Further information on cost related to investigations and trends by Trust site	n/a	n/a

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<b>Education Report</b>	Overview of activities to ensure the organisation has delivered education in line with NHS England and Apprenticeship Levy requirements over the last 6 months	<b>Partial assurance</b> , noting the following: - Improvements in the preceptorship programme - Alignment of education planning with the medium-term NHS strategy, noting the important of both internal and system/place-based education	Provision of greater context within the report for greater assurance on the position related to compliance	n/a	n/a
<b>Job Evaluation – Nursing &amp; Midwifery Profiles</b>	Update on steps taken to date in relation to job evaluation, in line with the ministerial statement (April 2025) and NHS England letter (June 2025)	<b>Partial assurance</b> , noting communication with Unions was ongoing, most staff had been recruited to standard job descriptions and the RCN were closely monitoring the role of Band 5 nursing colleagues	Work noted to be ongoing	n/a	To note the current position
<b>Risk Register</b>	Review of 'People' risks within divisional and corporate risk registers  Overview of current external reviews/audits underway and planned	<b>Noted</b> , including further industrial action planned between 14-19 November (announced by the BMA)  The widespread impact of organisational change was noted	None	n/a	To note content of these risk registers as part of Organisational Risk Report
<b>Integrated Care Report (IPR) People Metrics</b>	Monthly reporting on Trust people metrics and progress with actions to address any performance issues	<b>Noted</b> , with sickness absence being highlighted as included within the medium-term planning guidance	n/a	n/a	To note when considering full IPR

**Emerging risks identified:**

- The impact of organisational change on the Trust – to be considered at the People Governance Meeting in more detail.

**Good practice:**

October speaking up month and Black History Month comms/initiatives and annual BHT awards event

Amount of activity/reach our school engagement team achieves with just 2.2 WTE