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Trust Board 28th March 2023

People Plan – Refresh 2023 - 2025

This report is being presented to Trust Board members as the refreshed LPT People Plan.

Purpose of the Report

The purpose of this report is to provide awareness of the refreshed LPT People Plan which aligns with the NHS People plan under the 4 domains of:

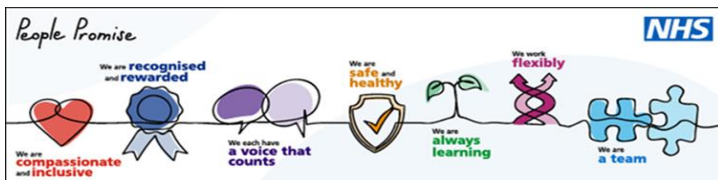
- **Looking after our people**
- **Belonging in the NHS**
- **New ways of working**
- **Growing for the future**

Our people plan and priority objectives set out within it have been identified in collaboration with our staff. We have incorporated staff survey feedback and the people promise exemplar programme actions. This report also provides the Health and Wellbeing Guardian Principles update as an attachment.

The Trust Wide Workforce, Recruitment and Agency Plan has been developed in conjunction with our people plan and people promise and sets out our ambition and plans to address the significant workforce challenges the Trust faces in particular the vacancy rate and agency use.

Assurance Approval

Trust board are asked to endorse the refreshed LPT people plan.



<p>For Board and Board Committees: Paper sponsored by:</p>	<p>Trust Board 28.3.23</p>	
<p>Paper authored by:</p>	<p>Sarah Willis, Director of HR & OD</p>	
<p>Date submitted:</p>	<p>Sarah Willis Director of HR & OD</p>	
<p>State which Board Committee or other forum within the Trust’s governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s): If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e., assured/ partially assured / not assured: State whether this is a ‘one off’ report or, if not, when an update report will be provided for the purposes of corporate Agenda planning</p>	<p>28th March 2023</p>	
<p>STEP up to GREAT strategic alignment*:</p>	<p>Strategic Executive Board</p>	
<p></p>	<p>Progress updates to SWG, PCC and Trust board 6 monthly</p>	
<p>Organisational Risk Register considerations:</p>	<p>High Standards</p>	
<p>Is the decision required consistent with LPT’s risk appetite:</p>	<p>Transformation</p>	
<p>False and misleading information (FOMI) considerations:</p>	<p>Environments</p>	
<p>Positive confirmation that the content does not risk the safety of patients or the public</p>	<p>Patient Involvement</p>	
<p>Equality considerations:</p>	<p>Well Governed</p>	
<p></p>	<p>Reaching Out</p>	
<p></p>	<p>Equality, Leadership, Culture</p>	<p>X</p>
<p></p>	<p>Access to Services</p>	
<p></p>	<p>Trust Wide Quality Improvement</p>	
<p></p>	<p>List risk number and title of risk</p>	<p>61 73 74 84 85</p>
<p></p>	<p>n/a</p>	
<p></p>	<p>no</p>	
<p></p>	<p>No Risk</p>	
<p></p>	<p>Included</p>	