

3As Highlight Report

Meeting Name: People and Culture Committee

Meeting Chair & Report Author: Manjit Darby

Meeting Date: 9 April 2025

Quorate: Y

Agenda Item Title:	Minute Reference:	Lead:	Description:	BAF Ref:	CRR Ref:	Directorate Risk Ref:
ALERT: Alert to matters that need the Board's attention or action, e.g. an area of non-compliance, safety or a threat to the Trust's strategy						
ADVISE: Advise the Board of areas subject to on-going monitoring or development or where there is negative assurance						
Workforce Development Group Triple A	PCC/25/28		<p>PCC have had assurance in relation to the following areas:</p> <p>Mandatory training: New training topic Paediatric Resuscitation level 3 added to Trust schedule - it will take time to become compliant. We also have 2 new training compliances live from 1 April Patient Safety level 1 and Freedom to Speak Up.</p> <p>Positive revised Occupational Health contract with our provider commenced this month with referrals to be made within 2 weeks, will monitor this over the next few months in our people dashboard. Staff through comms have been signposted to other areas of support available.</p> <p>International recruitment strategy being reviewed to reflect reduced demand.</p>			
AFM triple A	PCC/25/31		PCC received assurance re action being taken to address a number areas with of DNA's for training which compromises capacity.			
ASSURE: Inform the Board where positive assurance has been received						
Our Future Our Way Programme Presentation	PCC/25/26		PCC received assurance and heard directly from change leaders on the progress and delivery of the agreed our future our way priorities, correlation with the work and the			

			positive staff survey improvements was identified. The culture leadership inclusion programme 'our future our way' will now connect to our new group strategy THRIVE and our people plan and programmes of work. The journey continues in terms of ensuring our staff supported.			
Workforce environmental scan	PCC/25/27		The national financial sustainability position was discussed and committee agreed to have oversight of the operational plan at next PCC to see what it looks like for our workforce and for this committee to provide assurance to Board. Noted the National Statutory Mandatory Training Policy for adoption launched and LPT has adopted. Nursing Job Evaluation Band 4 - 9 work continues. Changes to visa sponsorship licenses for nursing support workers considered with no implications for the Trust.			
Board Assurance Framework	PCC/25/29		Noted.			
People Dashboard	PCC/25/30		KPI'S noted developing well with trends and narrative issues being considered and addressed.			
Freedom to Speak Up Quarterly Update	PCC/25/32		PCC received assurance on the FTSU work programme, it was noted we have more have more contacts now than pre and during Covid. This was first report to PCC and we will ensure effective connection with Quality and Safety committee on any quality and safety concerns.			
Health and Wellbeing Update	PCC/25/33		PCC received assurance on current programme of work. The Trust has now been accredited as a healthy workplace by Leicester County Council. LPTs extensive health and wellbeing offering is evidenced through the staff survey results.			
Policy Progress Report	PCC/25/34		PCC received assurance that all policies are in date.			
Staff Survey Findings	PCC/25/35		Noted significant improvement in results overall our highest response rate ever of 58.4% which is above the national average by 4%. Trend shows we are the second most improved Trust in the country with staff feeling more supported, valued and confident to raise concerns.			

Equality Delivery System Domains 2 and 3 Grading Report 2023	PCC/25/36		PCC approved for publication in May.			
Sexual Safety Update	PCC/25/37		PCC received assurance on the implementation plan. Policy, leaflets, posters and details of our anonymous reporting system launched and on Staffnet. Any sexual safety incidents will go through one point of reference where HR and a review group come together to support the staff member. Noted good piece of work with staff comms articulated in a compassionate way.			
Annual Effectiveness Review 2024-25	PCC/25/38		Agreed.			
CELEBRATING OUTSTANDING: Share any practice, innovation or action that the Committee considers to be outstanding						