



AGENDA ITEM

3.2.4 Appendix 7

CTM BOARD

HIGHLIGHT REPORT FROM THE PEOPLE & CULTURE COMMITTEE

DATE OF MEETING

25TH May 2023

PUBLIC OR PRIVATE REPORT

Public

IF PRIVATE PLEASE INDICATE REASON

Not Applicable - Public Report

PREPARED BY

Kathrine Davies, Corporate Governance Manager

PRESENTED BY

Dilys Jouvenat, Independent Member/Chair of the People and Culture Committee

EXECUTIVE SPONSOR APPROVED

Hywel Daniel, Executive Director for People

REPORT PURPOSE

FOR NOTING

ACRONYMS

None Identified.

1. INTRODUCTION

- 1.1 This report had been prepared to provide the Board with details of the key issues considered by the People and Culture Committee at its meeting held on the 10th May 2023.
- 1.2 Key highlights from the meeting are reported in section 2.
- 1.3 The Board is requested to **NOTE** the report.

2. PURPOSE OF THE PEOPLE & CULTURE COMMITTEE

- 2.1 The role of the People and Culture Committee is to advise the Board on all matters relating to staff and workforce planning of the Health Board, and to enhance the environment that supports and values staff, to engage the talent, nurture the leadership capability of individuals and teams, working together to drive the desired culture throughout the Health Board to deliver safer better healthcare.
- 2.2 The Committee will also provide advice and assurance to the Board in relation to the direction and delivery of the organisational development and other related strategies to drive continuous improvement and to achieve the objectives of the Health Board's Integrated Medium Term Plan (IMTP).

3. HIGHLIGHT REPORT

ALERT / ESCALATE	<ul style="list-style-type: none"> There are no matters to escalate to the Board on this occasion.
ADVISE	<ul style="list-style-type: none"> The Welsh Government National Community Nursing Specification was received and noted by the Committee.
ASSURE	<ul style="list-style-type: none"> Overview and Ambitions for the Strategic Equality Plan (SEP) - The Committee held an interactive in person session on the overview and ambitions for the Strategic Equality Plan (SEP). The emerging strategic approach to Equality, Diversity & Inclusion was discussed in detail along with the activities undertaken to date to support this approach. The Committee noted the Draft High Level Plan being proposed for the SEP and the communication and engagement plan to support formal public consultation for the re-development of the SEP for 2023-2027 and the ongoing plans for Equality, Diversity and Inclusion. <p>The Committee considered the separate Equality Impact Assessments (EIA) and suggested that consideration is given to integrate with other impact assessments such as the Quality Impact Assessment and Environmental Impact Assessment. The digitalisation of the EIA was welcomed.</p> <p>The Committee agreed to receive a further report towards the end of the year following consultation and further detailed work on the Draft Plan. Members of the Committee felt that the session had been uplifting and inspiring and suggested that this should be repeated at a future Board Development Session.</p>

INFORM	<ul style="list-style-type: none"> • The Committee approved the following Policies: <ul style="list-style-type: none"> • Re-location Expenses Policy • Learning & Development Policy • Staff Bank Policy • Death in Service Policy • Honorary Contract Procedure Policy • The Committee Endorsed for Board Approval the Revised Terms of Reference
APPENDICES	Not applicable.