

Sandwell and West Birmingham NHS Trust

Board Committee Chair's Report

Meeting:	People and OD Committee
Chair:	Lesley Writtle
Date:	31 st August 2022
Present:	<p>Members: Lesley Writtle, Non-Executive Director (Chair), David Carruthers, Medical Director, Mel Roberts, Chief Nurse Officer, Frieza Mahmood, Chief People Officer, Liam Kennedy, Chief Operating Officer, Dave Baker, Director of Partnerships and Innovation</p> <p>In Attendance: Jo Wass, Assoc- Non-Executive Director Val Taylor, Assoc- Non-Executive Director</p>

Key points of discussion	
1.	<p>Race code workshop - Karl George, Governance Forum</p> <p>Chair's opinion: Comprehensive presentation received, clarity provided on the improvements needed and the links to work on our EDI plan and People Plan. Further discussions will take place within Trust Board and POD will take forward its respective actions.</p> <p>Partial Assurance</p>
2.	<p>Gender Pay Gap Report 2022</p> <p>Chair's opinion: Report received with a range of statistics that require some deeper analysis to make sure that the Trusts focusses on simple actions that will make a difference to Gender pay gap issues.</p> <p>Partial Assurance</p>
3.	<p>Workforce Race Equality Standard (WRES) Report 2022</p> <p>Chair's opinion: Report received with a range of statistics that require some deeper analysis to make sure that the Trusts focusses on simple few actions that will lead to improvement.</p> <p>Partial Assurance</p>
4.	<p>Workforce Disability Equality Standard (WDES) Report 2022</p> <p>Chair's opinion: Report received with a range of statistics that require some deeper analysis to make sure that the Trusts focusses on simple actions that will make a difference</p> <p>Partial Assurance</p>

7.	Terms of Reference Update	
	Chair's opinion: Recommendation to add two new members to POD agreed, some work on document to bring up to date will be done during next calendar month.	Reasonable Assurance
Positive highlights of note		
•		
Have any of the reports/discussions today mitigated the POD risk included in the BAF?		
• no		
Matters of concern or key risks to escalate to the Board		
• Under matters arising POD emphasised the need to monitor the Trusts work on recruitment both linked to MMUH plan and the Trusts day to day recruitment stabilisation plan.		
Matters presented for information or noting:		
• Board Level Metrics		
Decisions made:		
Actions agreed:		
Agreed the reports on Gender pay gap, WRES and WDES would form a set of actions for improvement in the EDI plan to be presented at POD in September		

Assurance classification

	<p>Management cannot clearly articulate the matter or issue; something has arisen at Committee for which there is little or no awareness and no action being taken to address the matter; there are a significant number of risks associated where it is not clear what is being done to control, manage or mitigate them; and the level of risk is increasing.</p>
	<p>There is partial clarity on the matter to be addressed; some progress has been made but there remain a number of outstanding actions or progress against any plans so will not be delivered within agreed timescales; independent or external assurance shows areas of concern; there are increasing risks that are only partially controlled, mitigated or managed.</p>
	<p>There is evidence of a good understanding of the matter or issue to be addressed; there are plans in place and these are being delivered against agreed timescales; those that are not yet delivered are well understood and it is clear what actions are being taken to control, manage or mitigate any risks; where required there is evidence of independent or external assurance.</p>
	<p>There is evidence of a clear understanding of the matter or issue to be addressed; there is evidence of independent or external assurance; there are plans in place and these are being actively delivered and there is triangulation from other sources (e.g. patient or staff feedback)</p>

