

## Integrated Care Board

|   |  |           |  |                 |
|---|--|-----------|--|-----------------|
| <b>Date of meeting</b>  | 19 March 2025  |           |  |                 |
| <b>Title of paper</b>   | People Committee: Escalation and Assurance Report  |           |  |                 |
| <b>Presented by</b>   | Jane O'Brien, ICB People Committee Chair   |           |  |                 |
| <b>Author</b>   | Board Secretary and Committee Officers   |           |  |                 |
| <b>Agenda item</b>  | 8  |           |  |                 |
| <b>Confidential</b>   | No   |           |  |                 |
| <b>Executive summary</b>  |  |           |  |                 |
| <p>This report highlights key matters, issues, and risks discussed at the ICB People Committee meeting, held on 29 January 2025, to alert, advise and assure the Board.</p> <p>The summary report highlights issues, items referred or escalated to other committees or to the Board.</p> <p>Minutes approved by the committee to date are presented to the Board to provide assurance that they have met in accordance with their terms of reference and to advise the Board of business transacted at their meetings.</p> |  |           |  |                 |
| <b>Recommendations</b>  |  |           |  |                 |
| <p>The Board is asked to:</p> <ul style="list-style-type: none"> <li>Note the Alert, Advise and Assure People Committee report and approve any recommendations as listed</li> <li>Note the items referred from another committee to the People Committee over the reporting period.</li> <li>Note the ratified minutes of the committee meeting held on 30 October 2024.</li> </ul>   |  |           |  |                 |
| <b>Which Strategic Objective/s does the report relate to:</b>   |  |           | <b>Tick</b>  |                 |
| SO1   | Improve quality, including safety, clinical outcomes, and patient experience   |           | ✓  |                 |
| SO2   | To equalise opportunities and clinical outcomes across the area  |           | ✓  |                 |
| SO3   | Make working in Lancashire and South Cumbria an attractive and desirable option for existing and potential employees |           | ✓  |                 |
| SO4   | Meet financial targets and deliver improved productivity   |           | ✓  |                 |
| SO5   | Meet national and locally determined performance standards and targets   |           | ✓  |                 |
| SO6   | To develop and implement ambitious, deliverable strategies   |           | ✓  |                 |
| <b>Implications</b>   |  |           |  |                 |
|   | <b>Yes</b>   | <b>No</b> | <b>N/A</b>   | <b>Comments</b> |
| Associated risks  |  | ✓         |  |                 |
| Are associated risks detailed on the ICB Risk Register?   |  |           | ✓  |                 |
| Financial Implications  |  |           | ✓  |                 |
| <b>Where paper has been discussed (list other committees/forums that have discussed this paper)</b>   |  |           |  |                 |
| <b>Meeting</b>  | <b>Date</b>  |           | <b>Outcomes</b>  |                 |
| People Committee meeting  | 29 January 2025  |           | To provide the Board of committee business during this period. |                 |
| <b>Conflicts of interest associated with this report</b>  |  |           |  |                 |
| Not applicable.   |  |           |  |                 |

| Impact assessments                        |     |    |     |          |
|---|-----|----|-----|----------|
|   | Yes | No | N/A | Comments |
| Quality impact assessment completed       |     |    | ✓   |          |
| Equality impact assessment completed      |     |    | ✓   |          |
| Data privacy impact assessment completed  |     |    | ✓   |          |
| Report authorised by: ICB Committee Chair |     |    |     |          |

# Integrated Care Board – 19 March 2025

## People Committee: Escalation and Assurance Report

### 1. Introduction

- 1.1 This report highlights key matters, issues, and risks discussed at the ICB People Committee meetings held since the last report to the Board on 13 November 2024, to alert, advise and assure the Board.
- 1.2 The summary report also highlights any issues, items referred or escalated to other committees or to the Board.
- 1.2 Minutes approved by the committee to date are presented to the Board to provide assurance that they have met in accordance with their terms of reference and to advise the Board of business transacted at meetings.

### 2. People Committee Report and Approved Minutes

|  |  |  |
|--|--|--|
| <b>Date: 29 January 2025</b>                             |  | <b>Chair: Jane O'Brien</b>   |
| <b>Key Items Discussed</b>                               |  |  |
| <b>Item</b>  | <b>Issue</b>   | <b>Action</b>  |
| <b>Alert</b>   |  |  |
| <b>NHSE Enhanced Intervention</b>                        | To add to the agenda for the next People Committee. The committee asks the ICB Board to note the potential implications and impact enhanced turnaround may have potential on workforce across the system and other sectors in addition to ICB.   | Health and Wellbeing deep dive to monitor the impact of intervention across NHS providers/ICB. |
| <b>Advise</b>  |  |  |
| -  | -  | -  |
| <b>Assure</b>  |  |  |
| <b>Review of People Directorate Governance Structure</b> | <p>Stronger governance arrangements with the introduction of new sub committees to support ICB internal and system workforce plans. This arrangement will support the People Committee to fully undertake its assurance role.</p> <p>12-month People Plan in development which will guide the strategic focus of the People Committee for 25/26. The plan would have an external system focus as well as an internal focus covering the ICB's responsibilities as an employer.</p> | On going.  |

|   |   |   |
|---|---|---|
| <b>Gender Pay Gap report 2024</b>                 | The People Committee approved the report.   | To be published on ICB website.<br><br>It was discussed that the new committee structures would assist in capturing and progressing the requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017  |
| <b>Freedom to Speak Up report</b>                 | Numbers of staff using FTSU is still considered low. Due to individuals wishing to remain anonymous it is difficult to undertake a deeper investigation into these cases. This will continue to be monitored and considered as part of the wider work on the ICB's culture. | Cases still open with cultural and behavioural relationships type themes. Assure Board that all cases are processed in line with the FTSU policy.<br><br>That the ICB does have a system role in speaking up. It was noted there were various networks across both provider and non-provider across the northwest and nationally which the ICB guardians are part of. |
| <b>Report on the organisational values reset.</b> | People Committee received a report on the reset of the organisational values.   | Noted.  |

**Appendix A** – Approved minutes of the People Committee meeting held on 30 October 2024: [Apx A - Approved - People Committee Minutes 30 October 2024.pdf](#)

### 3.0 Summary of items or issues referred from or to the People Committee, over the reporting period

| Committee                           | Item or Issue   | Referred to                             |
|-------------------------------------|---|---|
| People Committee<br>29 January 2025 | People Committee received a report on the reset of the organisational values. | Alert Quality Committee to this update. |

### 4.0 Conclusion

4.1 The People Committee has conducted its business in line with the terms of reference and associated business plans.

### 5.0 Recommendations

5.1 The Board is requested to:

- Note the Alert, Advise and Assure within the committee report and approve any recommendations as listed.
- Note the items referred from another committee to the People Committee over the reporting period.
- Note the ratified minutes of the People Committee meeting held on 30 October 2024.

**Committee Chair**  
**March 2025**