

Integrated Care Board

Date of meeting	24 July 2025			
Title of paper	People and Culture Committee: Escalation and Assurance Report			
Presented by	Jane O'Brien, ICB People and Culture Committee Chair			
Author	Board Secretary and Committee Officers			
Agenda item	10			
Confidential	No			
Executive summary				
This report provides the minutes approved by the committee to date which 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.				
Due to the committee last meeting on 16 July 2025 the AAA from this meeting will be presented to September 2025 ICB Board.				
Recommendations				
The Board is asked to:				
<ul style="list-style-type: none"> Note the items referred from another committee to the People and Culture Committee over the reporting period. Note the ratified minutes of the ICB People and Culture Committee meeting held on 16 April 2025. 				
Which Strategic Objective/s does the report relate to:				Tick
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			✓
Implications				
	Yes	No	N/A	Comments
Associated risks		✓		
Are associated risks detailed on the ICB Risk Register?			✓	
Financial Implications			✓	
Where paper has been discussed (list other committees/forums that have discussed this paper)				
Meeting	Date		Outcomes	
People and Culture Committee meeting	16 April 2025		To provide the Board of committee business during this period.	
Conflicts of interest associated with this report				
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 – 24 July 2025

People and Culture 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 22 May 2025, 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.
- 1.3 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 and Culture Committee Approved Minutes

- 2.1 Approved minutes of the People and Culture Committee meeting held on 16 April 2025: [Item 10 Appx A - Approved - People and Culture Committee Minutes 16 April 2025 v1.pdf](#)
- 3.0 Summary of items or issues referred from or to the People and Culture Committee, over the reporting period

Committee	Item or Issue	Referred to
N/A	N/A	N/A

4.0 Conclusion

- 4.1 The People and Culture 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 ratified minutes of the People and Culture Committee meeting held on 16 April 2025.

Committee Chair
July 2025