

Board Meeting in Public
Tuesday, 01 April 2025

Title of Report	People Committee Report		Agenda No.	5.3.1
Nature of Report	<input checked="" type="checkbox"/> Official	<input type="checkbox"/> Official Sensitive		
Author	Omolola Majolagbe, Corporate Governance Officer			
Lead Executive	Julie Pinder, Chief People Officer			
Non-Executive Director Sponsor	Caroline Serfass Committee Chair			
Presenter at the meeting	Caroline Serfass, Committee Chair			
Presented for	<input type="checkbox"/> Approval <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Update			
Purpose of the report and key issues				
This report is submitted to the Board to draw attention to the main items discussed at People Committee (PC) held on Monday, 3 February 2025.				
Previously Considered by				
N/A				
Recommendation	The Board is asked to note the report.			
Risk(s) identified (Link to Board Assurance Framework Risks)				
Strategic Objective(s) this paper relates to: [Click on all that applies]				
<div>Collaborate with partners</div> <div>Invest in people and culture</div> <div>Drive innovation</div> <div>x Modernise our operations</div> <div>Grow and diversify our donor base</div>				
Appendices:	None			

1. Background

This report is submitted to the Board to draw attention to the main items discussed at the People Committee (PC) held on 3 February 2025.

2. Workforce Dashboard Report

The Committee received the first iteration of the Workforce Dashboard, which will become a regular report to the Committee.

The report outlined key information related to NHSBT's workforce. It was reported that 'Join' initiatives had been effective and certain aspects of the 'Thrive' components of the People Plan had performed well. Encouraging trends in relation to improvements in Equality, Diversity and Inclusion (EDI) representation and gender and ethnicity pay gaps were noted.

3. People Plan Progress Report Quarter three 2024/25

The Committee received the People Plan quarterly progress report and noted significant progress with the estates strategy and action plans addressing bullying and harassment. Both had moved from an amber, to green rating. Committee members were advised that there was a focus on maturing the work programmes for years two and three of the People Plan.

4. Forward Together Programme Update

The Forward Together Framework aims to ensure that NHSBT becomes an intentionally inclusive and anti-racist organisation. The Committee were informed that the implementation of phase one of the Forward Together Programme was making good progress and would conclude at the end of March 2025. Development of phase two had commenced and would be shared with Committee members at their next meeting.

5. Talent management and succession planning and NHS Leadership Competency Framework.

The Committee received an update on the development of the succession plan and talent management programme. Committee members were assured that Executive Team emergency cover had been put in place and that work had begun to review and assess talent within the senior leadership community.

Committee members were informed that NHSBT will adopt the NHS Leadership Competency framework which is designed for Board level leaders. The framework focuses on six key leadership domains aimed at driving transformation, fostering a positive culture and creating system wide impact.

6. Fit and Proper Person Regulations Policy

Committee members approved the updated Fit and Proper Person Regulations Policy.

7. Proposed Recruitment Approach - Director of Blood Supply

Committee members confirmed their approval of the process to recruit a substantive Director of Blood Supply.