

## SUMMARY REPORT OF GOVERNANCE COMMITTEE MEETING

|                          |                                   |
|--------------------------|-----------------------------------|
| <b>Name of Committee</b> | <b>Staff Governance Committee</b> |
| <b>Date of Meeting</b>   | <b>03 November 2025</b>           |
| <b>Committee Chair</b>   | <b>Philip MacRae</b>              |

### KEY POINTS FROM DISCUSSION AND ESCALATION

#### ALERT

The Chair would highlight to the board:

- A single sex space policy would be developed following the recent Supreme Court ruling with legal advice sought as part of that process
- Health and Care Staffing Act reporting was delayed and a combined Q2 and Q3 report would be created for January
- Recruitment delays were linked to additional workload to process new PVG requirements for around 1300 staff and some errors in process with improvement plans underway
- EDI workforce strategy had been launched and new staff networks had been established

#### ASSURE

**Assurances** taken on:

- People and Culture Portfolio Board Update
- Integrated Performance and Quality Report
- iMatter Update
- Strategic Risk Review
- Whistleblowing Q2 Report
- Health and Care Staffing Act Q1 Report

#### ADVISE

The Committee questioned how we can utilise the iMatter survey going forwards as results had remained static

#### RISKS

The Committee accepted moderate risk assurance on strategic risks, whistleblowing and the Health and Care Staffing Act implementation. Recruitment delays and sickness absence continued to impact operational activity.

#### ACTIONS

- Give update on outstanding concerns raised by staffside
- analyse head count reduction causes
- develop appraisal improvement plan
- provide sickness absence data as percentages
- review violence/aggression training compliance by risk category
- draft policy on single sex spaces and seek legal advice

## LEARNING

The Spotlight Session featured updates from the People and Culture Directorate. These sessions highlighted structural changes, headcount reductions, sickness absence trends and low appraisal completion rates and outlined plans for targeted improvement and recruitment process reviews.

The Spotlight Session also featured updates from the Equality, Diversity and Inclusion lead who gave updates on the launch of a workforce strategy, new staff networks and responses to legislative changes and data collection challenges.