

**People Academy
Terms of Reference**

Purpose	To seek assurance, learn and drive improvement in relation to the people management arrangements within the Trust.
Responsible to	Board of Directors
Delegated authority	<p>The Academy is authorised to investigate any activity within its terms of reference. It is further authorised to seek any information it requires from any employee of the Trust and invite them to attend the Academy to contribute to a discussion or to enable the ‘lived experience’ to be captured as part of the debate.</p> <p>The Academy may make a request to the executive management team for legal or independent professional advice. The Academy may request the attendance of external advisers with relevant experience and expertise if it considers this necessary to either contribute to an agenda item or to run development sessions for its members.</p>
Duties	<p>Assurance:</p> <ul style="list-style-type: none"> • People Dashboard and metrics to include safe staffing • To receive and review the Strategic Risks (with a risk score of 12 or more) or any other risks identified or being managed by the Trust allocated to it by the Board of Directors, monitoring progress made in mitigating those risks, identifying any areas where additional assurance is required, and escalating to the Trust Board as agreed by the Academy. • Delivery of the NHS People Plan • Ensuring compliance with relevant legislation and regulations relating to People. • Ensuring delivery of action plans to include but not restricted to the NHS Staff Survey, WRES and WDES action plans • CQC standards relating to People • Make recommendations to the Audit Committee concerning the annual programme of Internal Audit work and work with the Audit Committee to ensure effective scrutiny of the risks and

	<p>systems of internal control related to people matters.</p> <ul style="list-style-type: none"> • Consideration of relevant internal audit reports. • In reviewing the assurances received, the Academy will take into consideration the quality of data presented and any associated issues. <p>Learning:</p> <p>To develop good practice and recommend the consideration of innovative approaches to people practices within the Trust</p> <ul style="list-style-type: none"> • To learn from other Organisations who are considered the ‘best’ employers in the Trust’s ambition to become an outstanding Organisation • To learn from Employment Relations/Employment Tribunal cases to inform policy/practice change • System/partnership working <p>Improvement:</p> <ul style="list-style-type: none"> • To improve people practices • To oversee the development and implementation of action plans following the NHS Staff Survey results to drive improvement • To ensure the development of a just and compassionate culture within the Trust • To improve leadership capacity and talent management
<p>Sub-Groups</p>	<p>New ways of working and delivering care Growing for the future/Recruitment and Retention Looking After Our People Health & Safety (by exception only)</p> <p>Whilst not reporting to the Academy, the Academy will be mindful of the work of the Equality and Diversity Council (EDC) as it affects people management and practices. A workforce sub-group will be tasked to lead pieces of work or undertake research, which will feed into the People Academy as well as the EDC as agreed.</p>

Chairing arrangements	<p>The Academy will be chaired by a Non Executive Director.</p> <p>In the absence of the Chair, the Deputy Chair (who is also a Non Executive Director) will act as Chair.</p>
Membership	<ul style="list-style-type: none"> • Director of HR • Chief Medical Officer • Chief Nurse • Up to four Non-Executive Directors (including the Chair and Deputy Chair) • Deputy Director of Finance • Director of Pharmacy • Deputy Chief Digital and Information Officer • Assistant Director of HR/Head of OD • Associate Director of HR • Assistant Director of HR • Workplace and Wellbeing Centre Manager • Equality, Diversity and Inclusion Manager • Deputy Director of Operations • Director of Estates and Facilities • Assistant Chief Nurse • Head of Education • Partnership Lead – BAME Chair Network • Chair – Enable Staff Network • Chair – LGBT Staff Network • Lead AHP • Clinical Lead for Medical Workforce (or Deputy)
In attendance	<ul style="list-style-type: none"> • Associate Director of Corporate Governance/Board Secretary • Head of Corporate Governance • The Academy may invite other employees or external advisors to attend as appropriate • Any non-member NED
Secretary	<p>Secretarial support will be provided by the Executive Assistant or PA to the Director of HR.</p>
Quorum	<p>A minimum of five members, including the Chair or Deputy Chair and at least one Executive Director.</p>
Frequency of meetings	<p>Monthly (except August and December)</p> <p>At the request of the Chair, the Committee may hold meetings by</p>

	telephone, video link or by email exchange. Normal rules relating to quoracy will apply to such meetings. These meetings will be deemed as standard meetings of the Committee.
Circulation of papers	Papers will be distributed a minimum of three clear working days in advance of the meeting.
Reporting	The Chair of the Academy is responsible for reporting to the Trust Board on those matters covered by these terms of reference through a regular written report. The minutes of the Academy shall also be submitted to the Trust Board for information and assurance. The Chair of the Academy shall draw to the attention of the Trust Board any issues that require disclosure, or may require executive action. The Academy will present a written annual report to the Trust Board summarising the work carried out during the financial year and outlining its work plan for the future year.
Date agreed by the Academy:	28 July 2021
Date approved by the Trust Board:	23 September 2021
Review date:	March 2022