

**REPORT TO THE TRUST BOARD: PUBLIC**  
**23 July 2020**

<b>Title</b>	Appointments & Remuneration Committee 25 June 2020 – Committee Chair’s Report
<b>Committee Chair</b>	Ken Batty, Non-Executive Director and Committee Chair
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**Purpose of the report**

To bring to the Board’s attention key issues and assurances discussed at the Appointments & Remuneration Committee meetings held 25 June 2020.

**Issues to be brought to Board’s attention**

The Committee noted that all non-essential people and culture work has been stepped down so that the focus is on COVID-19 related requirements.

At this meeting the Committee received updates on and considered the respect and dignity at work campaign, Board Assurance Framework (BAF), Executive Director pay review, and CEO succession planning. The Committee wished to draw the Board’s attention to its discussions on the following:

• **Respect and Dignity at Work**

- Campaign launched last year focused on three areas:
  - ✓ Mile in My Shoes
  - ✓ Through My Eyes
  - ✓ Through Someone Else’s Eyes
- Themes which emerged from Through My Eyes included:
  - ✓ Admin and clerical staff did not feel invested in or valued
  - ✓ Black women’s stories and stories from those with mental health problems
  - ✓ People felt supported after incidents but this trails off
  - ✓ I love my job
  - ✓ One person can make all the difference
- A series of BAME meetings and events have been held in response to the issues raised as a result of the disproportionate impact of COVID-19 on BAME staff, the death of George Floyd and the Black Lives Matter movement
- The Committee commended the work on race and privilege, and the focus the Trust is giving to this in a compassionate and supportive way\*.

• **BAF**

- The BAF continued to take account of the impact of COVID-19 and the Trust’s response including those areas of work which have either been halted or stopped
- The Committee acknowledged that these risks would stay elevated for some time as in many instances they are becoming more complicated, e.g. leadership challenges are more complex due to a significant number of anxieties
- Assurance was provided that there are controls and actions in place to mitigate the risks for being realised
- The risks had been updated to include the race and privilege work\*
- The Committee commended the work being undertaken and the positive and proactive attitude of staff in identifying solutions and implementing change.

\* A presentation on race and privilege work is included as an agenda item at the Trust Board meeting in public on 23 July 2020