

Key Matters and Escalation Report to the Trust Board

Name of Committee: People Participation and Equalities

Chair: Njoki Yaxley, Non-Executive Director

Meeting Date: 07 July 2026

Key matters

Spotlights: the committee received an update on how the Trust is implementing the **Violence Prevention and Reduction Standards**. The report outlined how the violence prevention and reduction standards are continuing to be reviewed, developed and embedded across the organisation. It was noted that the self-assessment document has now been merged, and a new action plan created. This plan will be discussed with staff side (as per national recommendations) prior to being approved. Next steps include the development of a Trust wide violence prevention strategy which will be developed under 4 key headings: keeping everyone safe, data, insight and learning, capability, training and development and leadership, governance and accountability.

The committee also discussed the recommendations coming through from the recent **Lord Mann Review** on antisemitism and other forms of racism within the NHS. The committee noted that staff feedback was being sought and discussed the importance of ensuring that the recommendations were incorporated within our wider diversity and inclusion plan and the roll out of our refreshed values, as these covered all our people.

Reports

The follow reports were received by the committee:

- Workforce Diversity and Inclusion Plan (**reasonable assurance**): a comprehensive single workforce inclusion plan is now in place which consolidates both national and local requirements. The committee recognised the broad spectrum of actions being undertaken and noted, that although good progress was being made, there was more work to do, which the plan covered.
- Workforce Inclusion Offer (**substantial assurance**): a draft inclusion offer was presented to the committee for discussion. The committee was fully supportive of this being developed further and share across the Trust.
- Key Issues from the Patient Experience and Participation Group (**substantial assurance**): the Trust has merged legacy patient experience and participation groups into a new group with a focus on consistent trust-wide approaches to co-production and patient engagement. The committee received an update from this new group.
- Accessible Information Standard (**substantial assurance**): self-assessments have been carried out and feedback was currently being collected from all services. The

Trust is making good progress towards compliance. The committee **approved** a new Accessible Information Policy for the Trust which had been co-produced with stakeholders and lived experience partners.

- Progress update on Equality Delivery System (EDS) plans and objectives for 26-27 (**reasonable assurance**): An update on progress against the agreed 2026-27 objectives was presented to the committee.
- Walking with the Wounded (**substantial assurance**): information was shared with the committee about the Trust's collaboration with walking with the wounded, to support staff and patients who were veterans.

Key escalation

None to report.

Key risks and issues

No risks scoring 15 or above or issues rated as catastrophic (4) identified.

Good practice or innovation

- The Trust has made significant progress in developing its approach to tackling Violence and Aggression towards its staff and patients with strengthened data reporting, training and governance arrangements now in place.
- The production of a comprehensive single workforce diversity and inclusion plan, incorporating both national and local priorities.
- A draft inclusion offer for all has been developed and will be shared more widely with our workforce.
- Working Groups for both the workforce and patient experience have been consolidated and are now operating across the whole organisation.

Escalation Framework - assurance rating definitions

Substantial:

- Demonstrates effective system of control and mitigations to address risks supported by information and evidence in the report.
- Evidence that controls are consistently applied.
- Very unlikely to negatively impact the achievement of the Trust ambitions and strategic objectives.
- Supported by subject matter expert opinion in the rationale for assurance rating.

Reasonable:

- Does not raise any concerns that are material weaknesses of internal control with information and evidence in the report.
- Highlights further action or development work underway to improve assurance.
- Supported by subject matter expert opinion in the rationale for assurance rating.

Action: **ongoing monitoring** by Committee.

Partial:

- Demonstrates some material weaknesses of internal control in the information and evidence in the report.
- Highlights further development work necessary to improve assurance.
- May negatively impact the achievement of Trust ambitions and strategic objectives.
- Some level of risk to improvement highlighted by subject matter expert opinion in the rationale for assurance rating.

Action: **increase** Committee scrutiny and **escalate** to the Trust Board for awareness.

Minimal:

- Demonstrates significant material weaknesses of internal control supported by information and evidence in the report.
- Actions that have been taken are not improving assurance.
- Will impair achievement of strategic aims and objectives.
- Significant risks to improvement highlighted by subject matter expert opinion in the rationale for assurance rating.

Action: **immediate escalation** to agree action at Trust Board level.