

Agenda item:	8
Date of meeting:	20 <sup>th</sup> May 2026
Report to the:	Trust Board
Title of report:	People Priorities – 26/27 – Update on progress
Report author:	Angela Hartley – Deputy Director of HR Lucy Dennis – Head of Strategic Workforce
Executive sponsor:	Anita Pisani – Chief People Office / Deputy Chief Executive
Recommendation:	Discuss

Assurance level:	<b>Substantial</b> ✓ <b>Reasonable</b> <input type="checkbox"/> <b>Partial</b> <input type="checkbox"/> <b>Minimal</b> <input type="checkbox"/>
Rationale:	To provide assurance that the people annual plan for 2026-27 is being implemented as planned

## 1.0 Executive Summary

1.1 Provides the Trust Board with an update, overview, understanding, and assurance of the actions and plans in place to deliver our people priorities during 26/27. It builds upon the last update presented in November 2025 and the approval of our Clinical and Care Strategy and annual plan, by the Board, in March 2026.

## 2.0 How the report supports tackling Health Inequalities

2.1 This report does not relate to public/patient health inequalities.

## 3.0 Links to Board Assurance Framework / Trust(s) Risk and Issue Registers

- 3.1 **3699:** There is a risk that staff morale and engagement may be adversely affected whilst we culturally align our new organisation.
- 3.2 **3914:** There is a risk that there is insufficient leadership and support service capacity and capability to deliver the clinical and care strategy and 26/27 annual plans, which may impact on delivery of high quality services.
- 3.3 **3916:** There is a risk of a reduction in staff wellbeing and increased staff sickness absence levels due to growing levels of demand on our services, which could impact on delivery of patient care.
- 3.4 **3915:** There is a risk that staff morale may reduce as we work to develop and implement single support service structures, which in turn could impact on the level of service delivered to our clinical teams.

#### **4.0 Legal and Regulatory requirements**

4.1 CQC Outcomes.

4.2 NHS Constitution.

#### **5.0 Previous consideration by Committee or Executive**

5.1 18<sup>th</sup> March 2026 – Trust Board Meeting – annual plan approved

#### **6.0 Report**

6.1 Attached

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### **Appendices**

Appendix 1 - People Priorities Update 2026/27