

<b>NHS Greater Glasgow and Clyde</b>	<b>Paper No. 25/171</b>
<b>Paper Title</b>	<b>Standing Committee Chair's Board Report</b>
<b>Meeting:</b>	<b>NHSGGC Board Meeting</b>
<b>Date of Meeting:</b>	<b>18 December 2025</b>
<b>Purpose of Paper:</b>	<b>For Assurance</b>
<b>Classification:</b>	<b>Board Official</b>
<b>Name of Reporting Committee:</b>	<b>People Committee</b>
<b>Date of Reporting Committee:</b>	<b>20 November 2025</b>
<b>Committee Chairperson:</b>	<b>Dr Lesley Thomson KC, Chair of Committee</b>

## 1. Purpose of Paper

**The purpose of this paper is to:** inform the NHS Board on key items of discussion at the People Committee.

## 2. Recommendation

The Board is asked to note the key items of discussion at the recent meeting of the People Committee on 20 November 2025 as set out below and seek further assurance as required.

## 3. Key Items of Discussion

### 3.1 People Committee – Development Session

- The Committee received a report on the Development Session that had taken place on 3 October 2025.
- The Committee were advised on the key points from the session, the focus of which was to build a shared understanding of the purpose, priorities and ways of working of the Committee. This had been an excellent event with members fully engaged and making a commitment to fostering an inclusive organisational culture.

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- The Committee were content with the key priorities that had been proposed under the themes of Engagement; Education/Learning and Development; and Operational and noted that an action plan would now be prepared.
- The Committee noted the update.

### **3.2 Hackathon 4 - Culture**

- The Committee were advised of the arrangements for the Hackathon on culture that was taking place on 5 December 2025 noting that the focus would be to discuss our current culture; the need for new interventions; and to develop a toolkit to address different sizes of cultural challenges.
- The Committee noted the update.

### **3.3 PDP&R Update**

- The Committee received an update on the work on Personal development Planning and Review (PDP&R).
- The Committee were advised that compliance with the target had improved and developing staff experience in the PDP&R process had been enhanced with the value of staff feedback through Collaborative Conversations.
- The Committee noted the work that was ongoing to drive improvement and this would remain a priority for the Committee.
- The Committee noted the update.

### **3.4 Corporate Risk Register**

- The Committee considered the Corporate Risk Register presented for approval.
- The Committee were advised that there were no changes proposed to the Corporate Risk Register but further work would be undertaken to review the actions relating to the Culture risk further to the recent Development Session and the Hackathon.
- The Committee were content to approve Corporate Risk Register noting that the above changes would be made in advance of the next meeting.

### **3.5 Supreme Court Ruling – Actions Update**

- The Committee received a verbal update on the Supreme Court Ruling presented for assurance.
- The Committee noted that the final guidance from the Equalities and Human Rights Commission was awaited but were assured by the actions taken by the Board to ensure compliance with the Ruling.
- The Committee were assured by the update.

## **4. Issues for referral to other Standing Committees or escalation to the NHS Board**

There were no issues for referral to other Standing Committees or escalation to the NHS Board.

## **5. Date of Next Meeting**

The next meeting of the People Committee would take place on 19 February 2026.