

<b>NHS Greater Glasgow and Clyde</b>	<b>Paper No. 25/117</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>21 August 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 – Update Meeting</b>
<b>Date of Reporting Committee:</b>	<b>13 August 2025</b>
<b>Committee Chairperson:</b>	<b>Dr Lesley Thomson KC</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 13 August 2025 as set out below and seek further assurance as required.

## 3. Key Items of Discussion

### 3.1 Staff Governance Standards

- The Committee received a verbal update for awareness.
- The Committee was advised that work was underway with regards to reviewing the People Committee Terms of Reference and the Staff Governance Committee Terms of Reference to ensure that the Board remained compliant with the Staff Governance Standards and the Blueprint.
- The Committee acknowledged that there was a 12-month transition period and that the final People Committee Terms of Reference would be approved at Board level.

- The Committee was content to note the update.

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

- The Committee received a verbal update for assurance.
- The Committee noted the actions taken by the Board following the Supreme Court Ruling, including the introduction of gender-neutral facilities and a confidential helpline for staff and managers.
- The Committee was advised that the HRC guidance would likely be published in the Autumn and a further update would be provided to the Committee at that stage.
- The Committee were content to note the update.

### **3.3 Culture Map - Update**

- The Committee received a verbal update for assurance.
- The Committee was advised of the work undertaken by the HR team regarding an organisational review of culture, including feedback from iMatters and Investors in People.
- The Committee was assured that a review of current support programmes was also being considered.
- The Committee noted that there was an independent review being undertaken following the HIS ED Report and the diligence in this area to ensure that our colleagues were fully supported. The outcome of this review was expected later in the year and initial feedback had been positive.
- The Committee was content to note the update.

### **3.4 Committee Priorities/Development Day**

- The Committee received a verbal update for assurance.
- The Committee considered the priorities raised at the first meeting of the People Committee in May and reflected on the escalation of PDP performance by the Staff Governance Committee to the Board.
- The Committee agreed that a strategic approach was required to ensure that the impact of our wider organisational programmes, including GGC the Way Forward, were appropriately communicated and feedback and engagement remained a focus.
- The Committee was content to note 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 is 20 September 2025.