

NHS Greater Glasgow and Clyde	Paper No. 25/147
Paper Title	Standing Committee Chair's Board Report
Meeting:	NHSGGC Board Meeting
Date of Meeting:	30 October 2025
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee:	People Committee
Date of Reporting Committee:	25 September 2025
Committee Chairperson:	Cath Cooney, Vice Chair of Committee

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 25 September 2025 as set out below and seek further assurance as required.

3. Key Items of Discussion

3.1 Committee Governance – Terms of Reference

- The Committee received the updated Terms of Reference for the People Committee presented for approval.
- The Committee were content to approve the Terms of Reference noting that this was a transition year and these would be reviewed again in spring 2026.

3.2 Corporate Risk Register

- The Committee considered the Corporate Risk Register presented for approval.

- The Committee were advised that the risk on “positive, engaging and diverse culture” had been reassigned to the People Committee from the Staff Governance Committee.
- There were no changes proposed and the Committee were content to approve the aligned corporate risks, scores and mitigating actions in place to reduce these risks in the Corporate Risk Register

3.3 NHSGGC Culture Audit Assessment – Phase 1

- The Committee considered the paper on the NHS Culture Audit Assessment presented for assurance.
- The Committee were advised that Culture Audit consolidated feedback from a range of sources including iMatter responses and Investors in People engagements as well as input from other strategic engagements with staff. The Committee noted the key findings, strengths and challenges from the Audit as well as recommendations for next steps.
- The Committee were advised that a Hackathon was planned for early December which would focus on culture.
- The Committee were assured by the update and the next steps.

3.4 Supreme Court Ruling – Actions Update

- The Committee considered the update on the Supreme Court Ruling presented for assurance.
- The Committee noted the progress on actions taken by the Board to ensure compliance with the Supreme Court Ruling. The Committee were advised that the final guidance from the Equalities and Human Rights Commission was awaited and the plan would be amended as necessary following publication of the statutory guidance.
- 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 20 November 2025.