

**NHS GREATER GLASGOW AND CLYDE**

**Minute of the Meeting of the People Committee - Update  
held on 13 August 2025 at 13:15 pm  
via Microsoft Teams and in the Board Room, JB Russell House**

**PRESENT**

Dr Lesley Thomson KC (in the Chair)

Ms Mehvish Ashraf	Professor Jann Gardner
Cllr Jacqueline Cameron	Mr David Gould
Ms Ann Cameron-Burns	Cllr Colette McDiarmid
Ms Cath Cooney	Dr Becky Metcalfe
Dr Emilia Crighton	Mr Pat Togher
Ms Dianne Foy	

**IN ATTENDANCE**

Ms Sandra Bustillo	Director of Communications and Public Engagement
Ms Kim Donald	Corporate Services Manager – Governance (Minutes)
Ms Gillian Duncan	Corporate Services Business Manager
Ms Natalie Smith	Interim Director of Human Resources and Organisational Development
Mr Liam Spence	Head of Staff Experience – Human Resources and Organisational Development

			<b>Action By</b>
<b>8.</b>	<b>Introductory Remarks, Welcome and Apologies</b>		
	<p>The Committee Chair, Dr Lesley Thomson KC, welcomed those present to the People Committee Update Meeting. Apologies were noted on behalf of Mr Brian Auld, Dr Morven McElroy and Ms Ketki Miles</p> <p>The Chair welcomed Mr Pat Togher, Chief Officer, Glasgow City HSCP, to the Committee and highlighted that Ms Kate Rocks, Chief Officer, Inverclyde HSCP, would also be joining the Committee moving forward to reflect the whole system approach to people and culture.</p> <p><b><u>NOTED</u></b></p>		

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			Action By
<b>9.</b>	<b>Declarations(s) of Interest(s)</b>		
	<p>The Chair invited members to declare any interests in any of the matters being discussed. There were no declarations made.</p> <p><b><u>NOTED</u></b></p>		
<b>10.</b>	<b>Urgent Items of Business</b>		
	<p>The Chair invited Committee Members to highlight any urgent items of business. There were no issues raised.</p> <p>The Chair noted that the performance of Personal Development Plan and Review (PDRP) meetings recorded had been highlighted at the Staff Governance Committee and a decision was made to escalate this issue. The Chair reflected on the importance of PDPs for our colleagues and work was required to ensure this was prioritised.</p> <p><b><u>NOTED</u></b></p>		
<b>11.</b>	<b>Staff Governance Standards</b>		
	<p>The Committee received a verbal update regarding the Staff Governance Standards from Ms Natalie Smith, Interim Director of Human Resources and Organisational Development for awareness.</p> <p>Ms Smith advised the Committee that she and Ms Vanhegan had undertaken a review of the People Committee and Staff Governance Committee terms of reference to ensure there were no gaps or duplication across the committees. She also reflected on the importance of ensuring the Board remained compliant with the Staff Governance Standards and the Blueprint for Good Governance.</p> <p>The Chair highlighted that Ms Cooney would lead on People and Board Visibility.</p> <p>The Chair reinforced that the transition period from the People Committee being approved by the Board could take up to 12 months and staffside would be included in all discussions on how this would be taken forward.</p> <p>The Committee were content to note the update.</p> <p><b><u>NOTED</u></b></p>		

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			Action By
<b>12.</b>	<b>Supreme Court Ruling – Actions Update</b>		
	<p>The Committee received a verbal update from Ms Natalie Smith, Interim Director of Human Resources and Organisational Development, for assurance.</p> <p>Ms Smith noted the impact of the Supreme Court Ruling of 15<sup>th</sup> April 2025 and that advice from the Central Legal Office had been sought in the interim while the further EHRC guidance was awaited. The advice from the CLO was to proceed proactively, but cautiously. The Board carried out a facilities audit and have now provided gender neutral toilets in addition to current single sex toilets. Plans and associated costs were being developed for gender neutral changing facilities. There is also a confidential helpline for all staff and managers to seek support and advice. Ms Smith also assured the Committee that proactive communication had taken place to reach out to our colleagues who have been impacted by the Ruling. Dialogue with the LGBTQ+ Forum also remains ongoing to ensure that lived experience is included in our actions and guidance.</p> <p>The Committee were content to note the update.</p> <p><b><u>ASSURED</u></b></p>		
<b>13.</b>	<b>Culture Map – Update</b>		
	<p>The Committee received a verbal update from Ms Natalie Smith, Interim Director of Human Resources and Organisational Development, for assurance.</p> <p>Ms Smith advised that a comprehensive review of quantitative and qualitative data had been undertaken to identify key themes. The review considered iMatter results, Investors in People, Staff Engagement sessions, sickness absence and employee case data. She also noted that there was a review of support programmes in place to ensure alignment and consideration was being given to how we develop and scale a culture programme to reach all our employees. Ms Smith would be working closely with Ms Cooney in this space.</p> <p>Prof Gardner advised the Board of work being taken forward by Tracey Myhill with regards to GGC the Way Forward. Ms Myhill has a background in HR and was a Chief Executive within the NHS in Wales ensuring the review is independent and people focussed. Prof Gardner had received positive feedback regarding the review, noting Ms Myhill's focus on the needs of our colleagues and ensuring they receive</p>		

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	appropriate support.		
	The Committee were content to note the update.		
	<b><u>NOTED</u></b>		
<b>14.</b>	<b>Committee Priorities/Development Day</b>		
	<p>The Committee received a verbal update from Ms Elaine Vanhegan, Director of Corporate Services and Governance, for assurance.</p> <p>Ms Vanhegan advised that a Development Session had been arranged for the Committee to discuss and agree priorities and what can be achieved within the year. The Chair highlighted the importance of securing a training session with regards to the Public Sector Equality Duty which would be a key factor in the Committee's diligence and oversight.</p> <p>Prof Gardner advised that the Committee priorities should reflect the strategic framework of the Board, reflecting on the positive outcomes from the Hackathons where we take colleagues on the journey and encourage ownership.</p> <p>The Committee were content to note the update.</p> <p><b><u>NOTED</u></b></p>		
<b>15.</b>	<b>Date of Next Meeting</b>		
	The next meeting would be held on Thursday 25 September 2025 at 10.00 am hybrid in the Board Room, JB Russell House, and via MS Teams.		