

**NHS GREATER GLASGOW AND CLYDE**

**Minute of the Meeting of the People Committee**  
**held on Tuesday 20 May 2025 at 2.00 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	Ms Ketki Miles
Ms Dianne Foy	Dr Lesley Rousselet

**IN ATTENDANCE**

Ms Sandra Bustillo	Director of Communications and Public Engagement
Dr Scott Davidson	Medical Director
Ms Kim Donald	Corporate Services Manager - Governance
Ms Gillian Duncan	Corporate Services Business Manager (Minutes)
Ms Natalie Smith	Interim Director of Human Resources and Organisational Development
Ms Elaine Vanhegan	Director of Corporate Services and Governance

			<b>Action By</b>
<b>1.</b>	<b>Introductory Remarks, Welcome and Apologies</b>		
	<p>The Committee Chair, Dr Lesley Thomson KC, welcomed those present to the first meeting of the People Committee. Apologies were noted on behalf of Mr Brian Auld and Cllr Katie Pragnell.</p> <p>The Chair highlighted that, as this was the first meeting of the Committee, it was important for members and attendees to consider the Committee's core business and governance framework. A focus on the key issues of culture, equality, diversity and inclusion was a significant opportunity for the Board in terms of both learning and setting direction.</p> <p>Ms Cooney, Vice Chair of the Committee, highlighted the importance of listening to our colleagues and leaning into difficult spaces. She said it was an exciting opportunity for the Board and was pleased to see the</p>		

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	focus on equality, diversity and inclusion as part of the wider transformation programme.  <b><u>NOTED</u></b>		
<b>2.</b>	<b>Declarations(s) of Interest(s)</b>		
	The Chair invited members to declare any interests in any of the matters being discussed. There were no declarations made.  <b><u>NOTED</u></b>		
<b>3.</b>	<b>Urgent Items of Business</b>		
	The Chair invited Committee Members to highlight any urgent items of business. There were no issues raised.  <b><u>NOTED</u></b>		
<b>4.</b>	<b>Committee Governance</b>		
	<p>The Committee considered the Committee Governance [Paper 25/01] presented by Ms Elaine Vanhegan, Director of Corporate Services and Governance, for approval.</p> <p>The paper included key governance aspects of the Committee as follows:</p> <ul style="list-style-type: none"> <li>- Terms of Reference</li> <li>- Membership &amp; Attendees</li> <li>- Core Topics for Committee Going Forward</li> <li>- Training for Committee Members</li> </ul> <p><b><u>Terms of Reference</u></b></p> <p>Ms Vanhegan extended her thanks to Ms Cooney and Ms Smith for their support in drafting the terms of reference for the Committee. She acknowledged that the first year of the Committee would be transitional and the key areas of remit had purposefully been kept high level for this reason.</p> <p>The Committee had a detailed discussion about the terms of reference and the following amendments were requested:</p> <ol style="list-style-type: none"> <li>1 – Consider the use of ‘staff’ within the document, reflecting that we are a People Committee.</li> <li>1.2 – Reflect on priorities, including improvement opportunities, and period of transformative change.</li> </ol>		Ms Vanhegan

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	<p>5.1 – Review the total number of quorum members.</p> <p>8.2 – Key areas of oversight should include legislative duty reflecting on possible duplication across Population Health and Wellbeing Committee and Staff Governance Committee. The Scheme of Delegation should also be updated to reflect this.</p> <p>The Committee discussed the cross over between PHWB, SGC and the People Committee reflecting on the time commitments of Board Members and whether the transitional period could be less than 12 months. It was agreed that a detailed discussion should be held including the Chair, Ms Smith, Ms Vanhegan, Ms Miles and Ms Cameron-Burns to consider the Staff Governance Standards and SGC remit in light of the People Committee being established.</p> <p>It was agreed that the terms of reference would be updated and brought back to the Committee before returning to the Board for final approval.</p> <p><u>Membership and Attendees</u></p> <p>The Committee discussed membership noting a wider staff-side presence would be required. The Committee also reflected on potential changes to SGC and PHWB which may also impact on membership.</p> <p>A question was raised regarding the inclusion of staff, patients, public and third sector. Ms Bustillo highlighted the work of the short life working group that was focussing on visibility and the recommendations from that group would help inform discussions. Professor Gardner reflected on cultural discussions and psychological safety of Committee members. The Chair noted the importance of deep dives and specific pieces of work that would focus the agenda and discussion.</p> <p><u>Core Topics for Committee Going Forward</u></p> <p>The Committee noted the importance of establishing our current data and reporting, e.g. iMatters, Civility Saves Lives, Datix and SAERs, which would inform the agenda throughout the year. It was agreed a culture map was required and a cycle of business could be built from this information.</p> <p>In response to a query regarding culture in induction, Dr Davidson confirmed that medical induction includes cultural elements, including Civility Saves Lives, and there is sustained effort to ensure this is discussed in the day to day to ensure culture remains a priority.</p> <p>Professor Gardner reflected on the journey of Emergency Departments and the intentional actions in place to reduce deficits in the system. She noted the importance of differentiating between system and cultural issues, and agreed a culture map would be a good anchor point for the Committee to build from.</p>	<p>Secretary</p> <p>Ms Smith</p>	

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	<p>Ms Miles noted the importance of the Committee also having oversight of areas of good practice and receiving positive updates, as well as areas of challenge.</p> <p>The Committee discussed the initiatives in place, including Team Talk, Cut it Out and Civility Saves Lives and queried why these were not working to their full potential within some areas. The Chair noted that a piece of work would be required to audit the initiatives to establish opportunities for the Committee to make a positive change.</p> <p><u>Training for Committee Members</u></p> <p>Ms Miles noted that the remit of the Committee is wide, and a development day would be helpful in supporting members reflect on key topics.</p> <p>The Chair highlighted the importance of ensuring Committee members were fully informed and understood the legislation, e.g. Public Sector Equality Duty and Fairer Scotland.</p> <p>The Committee were content to approve the paper subject to the above amendments, noting that the paper was iterative and would be brought back to the Committee during the transitional period.</p> <p><b><u>APPROVED</u></b></p>		
5.	<b>Once for Scotland Workforce Policies / Supreme Court Ruling</b>		
	<p>The Committee considered the Once for Scotland Workforce Policies / Supreme Court Ruling [Paper 25/02] presented by Dr Lesley Thomson KC, for assurance.</p> <p>The Committee discussed the impact of the Supreme Court Ruling of 15<sup>th</sup> April 2025 on the Board, noting that all Health Boards are working in partnership to implement the law in a consistent way. Ms Smith also assured the Committee that the Board was working closely with Scottish Government and was awaiting EHRC guidance (due end of summer). Guidance from the CLO had been as the committee sought assurance the GGC work was in compliance (CLO guidance to be forwarded post meeting).</p> <p>Professor Gardner assured the Committee on the CLO Guidance that work was underway with an audit on all facilities being carried out. Any staff who had identified themselves were being accommodated and signage was being updated rapidly across the campus. Communication</p>		Secretary

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			<b>Action By</b>
	<p>with colleagues, and the public, was also a priority, highlighting the support available to staff. Ms Miles also highlighted this was a key focus for the LGBTQ+ Forum, noting the importance of dignity and respect for all of our colleagues.</p> <p>In response to a query regarding protecting staff confidentiality, Dr Crighton noted that we have to ensure not to discriminate anyone and meet requirements of all legislation and meet the needs of all staff. The Committee were assured that CLO guidance would not force people to disclose their identity.</p> <p>The Chair acknowledged that it would take a bit of time to fully implement the changes across the GGC estate. We may not know areas of challenge until implementation had been completed. She highlighted the importance of ensuring colleagues have the ability raise any issues as quickly as possible. Dr Crighton confirmed that the Equalities and Human Rights team were available to support colleagues.</p> <p>It was agreed that this would remain a standing agenda item. The Committee were assured by the update.</p> <p><b><u>ASSURED</u></b></p>		Secretary
<b>6.</b>	<b>Closing Remarks and Key Messages for the Board</b>		
	<p>The Chair provided an overview of the discussion and advised that a Chair's Report would be prepared for the NHS Board. She thanked the Committee for their attendance and closed the meeting.</p> <p><b><u>NOTED</u></b></p>		
<b>7.</b>	<b>Date of Next Meeting</b>		
	An update meeting would be held on Wednesday 13 August 2025 via MS Teams.		