

## People and Culture Committee 2026/27 **DRAFT** Work Plan

Date	Training Topic	Lead
11 June 2026	TBC by self-assessment review	
8 October 2026		
11 February 2027		

Work Plan 2026-2027						
Dates Agenda Item	9 April 2026	11 June 2026	13 Aug 2026	8 Oct 2026	10 Dec 2026	11 Feb 2027
<b>1. Standing Items</b>						
1.1 Welcome and Introductions; Apologies for Absence; and Declarations of Interest	X	X	X	X	X	X
1.2 Approval of Minutes of the Previous Meeting	X	X	X	X	X	X
1.3 Matters Arising and review of Action Tracker	X	X	X	X	X	X
1.4 Items from other Board Committees/ Executives	X	X	X	X	X	X
<b>2. Briefings</b>						
Chair of the People & Culture Committee	X	X	X	X	X	X
Workforce Management Group Executive Summary	X	X	X	X	X	X
Workforce Management Group Draft Minutes	X	X	X	X	X	X
Escalations from any sub-Committees	X	X	X	X	X	X
Staff Story - THEMES TBC	X	X	X	X	X	X
<b>3. Workforce Planning</b>						
Workforce Metrics (WTE, Agency & Bank, Vacancy, Turnover, Deployment, Sickness, Training compliance - SUGGESTION OF DEEP DIVE ROTATION	X	X	X	X	X	X
Annual Workforce Report (including establishment review)			X			
National Workforce Plan Annual Progress Report			X			
Update on Terms and Conditions	X		X			
<b>4. Health and Wellbeing</b>						
Sickness absence; performance and process	X			X		
Staff Vaccination				X	X	
Burnout & Medical absence management	X			X		
Improving the Working Lives of Doctors in Training			X			
Medical and Dental Optimisation Programme			X			
<b>5. Equality, Diversity and Inclusion</b>						
WRES/WDES Data	X					
Gender Pay Gap	X					
EDI Improvement Plan	X					
<b>6. Learning, Training and Education</b>						

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Delivery of Learning, Training and Education (LET) Strategy		X				X
GMC National Training Survey			X			
National Education and Training (NET) Strategy	X					
Mandatory Training Compliance			X			X
<b>6. Staff Engagement</b>						
Staff Survey Results					X	
Staff Survey Improvement Plans						X
FTSU Guardians report	X			X		
FTSU Executive assurance	X					
Employee Relations Cases Annual Report (including staff grievances)		X				
<b>7. Compassionate and Effective Leadership</b>						
Appraisal	X			X		
Medical revalidation			X			
Leadership, talent and succession planning			X			X
Medical and Dental Optimisation Programme		X				
AfC Job Evaluation Annual Report	X					
Oversight of Staff Networks via Executive Lead						X
<b>8. Policies and Procedures</b>						
Review of Disciplinary Procedures Annual Report	X					
Violence and Aggression Bi -annual Report	X			X		
Domestic Abuse and Sexual Violence Annual Report	X					
<b>9. Corporate Governance Reports</b>						
People & Culture Committee Annual Report	X					
Workforce Management Group Effectiveness Annual Report	X					
<b>10. Matters for the People &amp; Culture Committee</b>						
Review Committee's Terms of Reference						X
Assessment of Committee's Effectiveness (Incl. Impact Assessment) Self-assessment					X	
Review of Committee Objectives						X
Refresh of the People Priorities and IQPR						X
Review of Workforce related risk – Internal Audit actions/ CRR/ BAF ( <i>annually and by escalation</i> )						X
People & Culture Committee Work Plan and Calendar of Key Events	X	X	X	X	X	X
<b>11. Standing Closing Items</b>						
Issues to escalate to the CRR or impact to risk appetite framework	X	X	X	X	X	X

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Issues to seek legal advice	X	X	X	X	X	X
Issues to escalate to the Trusts Regulators	X	X	X	X	X	X
Issues to raise with other Board Committees	X	X	X	X	X	X
Any other business	X	X	X	X	X	X
Matters to be drawn to the Board's attention by the Chair of the People & Culture Committee	X	X	X	X	X	X
Reflections on Meeting Effectiveness	X	X	X	X	X	X
Date of next meeting	X	X	X	X	X	X