

Key Communications

11 August 2020

North East and North Cumbria SPF Sub-Group

Welcome

Welcome to the key communications from the North East and North Cumbria Social Partnership Forum, which is a subgroup of the North of England SPF.

People Plan Update

Daniel Hartley provided an update on the People Plan, noting its focus as more of an operational plan for the remainder of this year. It recognises the immense challenges and hard work of colleagues through COVID and focuses on practical actions to keep staff safe, compassionate leadership and cultures and the importance of flexibility and inclusivity.

The plan aligns with the phase 3 work of restoration and as part of this work it is important that workforce is an integral part of the recovery plans, alongside financial performance, quality and planning so that people issues are at the heart of the discussion.

Work is underway to establish the Regional People Board and we are expecting a first meeting in the Autumn. The NEY Covid workforce cell has developed into the regional People Leadership Group, supporting the People Board. Membership of the Board is still being determined and Staff side have requested 2 places on the board, and this will be decided/finalised in the next month.

People Plan – what does this mean for the SPF?

Adele Heeley led a discussion around what the people plan means for the SPF, exploring how we can work together collectively on the actions of the People Plan. As part of this discussion, colleagues also gave general feedback on their views and experiences of the NENC SPF as a collective.

There was some reflection as to how the SPF has worked over the last few months, from the staff side perspective, with some concerns being shared about early engagement and the commitment from all to partnership working. It was agreed to develop a survey to take in members views and personal commitment on the SPF going forward.

Returning to the People Plan, given the focus of the discussion had been on the working of the SPF, Lisa suggested a task and finish subgroup be set up to explore joint areas of working for the SPF.

Cultural Ambassadors Programme

Vivienne Dove from the RCN provided an update on the cultural ambassador's programme. Newcastle, CNTW and Gateshead have all supported the programme and great feedback has been received from HR reps from these organisations in terms of the ambassador's influence to drive positive change.

Christine Ntanda from CNTW joined the meeting to talk about her role as a cultural ambassador. Christine is a staff nurse and co-chair of the BAME networks and her role as a cultural ambassador is

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to support staff in areas such as appeals panels by ensuring fairness and recognise any issues such as cultural and bias that may appear.

The cultural ambassadors programme has led to important changes in organisations including policy changes where, for example, the grievance policy now sign posts the cultural ambassador/s for the organisation.

It was asked that forum members discuss the important of cultural ambassadors within their own organisations.

Date of next meeting – 10 November 2020

