



Bradford District Assembly
the voluntary and
community sector together

Forum/Assembly Representative Feedback Report

Please provide a brief summary of meetings you have attended on behalf of the Assembly/VCS Forum. This report will be used to inform the Assembly Steering Group/Forum that you represent. The information contained within it will be posted on the Bradford Assembly website www.bradfordassembly.org.uk. If you wish to report on something confidential, please **mark this clearly**.

Return your completed form to wendy@cnet.org.uk

Name of Representative	Paul Stephens
E mail / contact details	pauls@cabad.org.uk
Title of the board / group you sit on	Integrated People Board (IPB)
Date the meeting took place	6 th January 2022
Date of next meeting	3 rd February 2022
Did you receive the meeting papers in time to have a pre-meeting?	I received papers but did not have a pre-meeting.

1. What was the purpose of the meeting?

This was the regular IPB monthly Board meeting. This Board now reports to the Health and Social Care Economic Partnership (HSCEP) Board.

2. Main areas of discussion (bullet points).

People Functions

Jo Farn (Programme Director-System and Leadership Development, West Yorkshire and Harrogate Health and Care Partnership) and Sarah Brewer (Programme Director (Workforce) at West Yorkshire and Harrogate Health and Care Partnership) provided an update on progress in developing the People and OD Function within the WY ICB, including the 10 core People functions (see attached) issued by National Health Service England as part of their guidance. JF and SB focussed on system development and strategic workforce planning.

A proposal to develop a People Committee has been developed as a part of a proposition to develop our people function; streamlining and delivering on the required governance arrangements, refreshing the Integrated People Plan/Strategy. Some of the work is already in train and that we are not starting from scratch, the people plan is being refreshed under IPB with a view to aligning with the people functions and Looking After Our People is a good example of where we are starting to identify the best footprint to work on. The complexity of having a Health and Social Care Economic Partnership with a workforce plan and having an Integrated People Board with a workforce plan was recognised.

Kez Hayat, Head of Equality, Diversity and Inclusion, Bradford Teaching Hospitals Foundation Trust highlighted the need for representation at key decision-making

meetings; the need to look at how we focus on equality impact assessment process; and need strategic direction to raise the profile of the 9 protected characteristics and groups within our organisations at a place-based level. Jo Farn commented that the EDI function will be transformational cross system EDI.

Marie Stout, CEO Primary Care WY Workforce & Training Hub said there is a need to be mindful that primary care is made up of smaller organisations and one size won't fit all. Any initiatives will need to be adaptable and not necessarily implemented at the same pace and I commented the same applies to the VCSE. The OD function lies with the infrastructure organisation for the overall VCSE, which is separated from the delivery of health & care – this makes it even more complex. Rachel Ross, Bradford Care Alliance, Workforce Lead agreed it was the same for the independent care sector. Maureen Goddard, System Workforce Advisor & Place Lead suggested members of IPB form a T&F group to map what we are already doing.

3. Were there any discussions or decisions which you feel you had particular impact or influence on?

There were discussions around the differences in Primary Care, the VCSE and independent sector. Colleagues from the statutory sector need to recognise that these areas are made up of smaller organisations and therefore more complex in terms of people functions.

Further note:

- My role on the Board has been lead in Work Programme 4 – Developing a shared culture of integration and system wide working, although changes with the ICP. As part of the Integrated Care System development process, Bradford District & Craven have set up a number of working groups and Dawn Clissett is leading on Leadership and Behaviours. This group has a number of sub-groups.

Because I was leading on one of the IPB work stream that is exploring values and behaviours across the system, I have been asked to lead on the Act As One Values and Behaviours Task and Finish Group and therefore sit on the Leadership team.

- The IPB has responsibility for developing the People Plan for Bradford District and Craven, and various people are taking a lead of the 4 areas of the plan. I have been asked to join the **Looking After Our People Leadership Group** as a temporary measure. Maureen Goddard is leading a discussion on representation from System partners in this work stream, shortly they will be looking for a VCS representative, but I am happy to cover this role at the moment.
- I also link with the Aging Well Transformational programme.