

Outstanding Actions from 2021-22 Board Effectiveness Action Plan

Action Number	Criteria Area	Action	Lead	Timescale	Revised Timescale	Progress
1.	Values and Behaviours	The organisational cultural survey combined with the public sector and staff surveys to be used to establish how the values are embedded in the organisation.	Director of Workforce and OD	October 2021	December 2022	<p>The national Staff Survey remains deferred to late autumn and there have been no further up-dates from the national lead.</p> <p>Board Development session on Culture and Quality Management took place at the end of March and further executive meeting to set up to determine further actions; this will include feasibility of a culture audit survey.</p> <p>An external organisation has been commissioned to support further drive cultural intelligence and leadership as well as to develop values based recruitment methods.</p>
2.	Values and Behaviours	Just Culture and other programmes to be incorporated into a single Swansea Bay organisational development programme, with progress measured through the Workforce and OD Committee	Director of Workforce and OD	October 2021	December 2022	<p>Progress update presented to WOD Committee in April 2022. Embedding the Respect and Resolution policy has been part of developing a restorative approach. Feedback from staff on their experience of ER processes is being captured to inform a review of policies and action learning for HR operational staff during Q1 2022/23.</p> <p>Further direction required from the Board to establish next steps for Culture programme in order to ensure it is aligned to the work on quality and safety.</p>