



Title of Paper: Terms of Reference: People & Culture Committee

For Decision

Requires majority decision prior to implementation or action.

For Discussion

~~Requires consideration and debate.~~

For Noting

~~Contains information Members should be made aware.~~

1.0 Background

Trust Board has an established Committee known as the People & Culture Committee. As part of the Committee's Annual Programme of Work, the Committee is required to review its Terms of Reference under which it operates.

The Committee endorsed a revised version at its recent meeting held on 23 April 2026 which has been tabled for consideration by Board Members with a recommendation to approve.

2.0 Key Issues

The revised Terms of Reference incorporates changes in membership following the retirement of a number of Directors and the appointment of their successors.

3.0 Resources Implications (inc Organisational, Financial, Human Resources)

Not applicable

4.0 Impact on Safety, Quality and Experience (SQE)

Not applicable

5.0 Key Risks and Proposals to Mitigate

Not applicable.

Lead Director: Claire Smyth, Director of People and Organisational Development

Date: 21 May 2026