

Item:10.1

Report to:	Governing Body
Date of Meeting:	27 th November 2020
Title of Report:	Learning and Development Policy
Presented by:	Clare Linley, Interim Director of Nursing and Quality.
Author:	Emma Kirkwood, HR Business Partner, HR Humber.

STATUS OF THE REPORT:

To approve	<input type="checkbox"/>	To endorse	<input type="checkbox"/>
To ratify	<input checked="" type="checkbox"/>	To discuss	<input type="checkbox"/>
To consider	<input type="checkbox"/>	For information	<input type="checkbox"/>
To note	<input type="checkbox"/>		

PURPOSE OF REPORT:

The Learning and Development Policy is submitted to Board for ratification following the scheduled policy review. The attached policy is consistent with the Learning and Development Policy at both NHS North Lincolnshire CCG and NHS East Riding of Yorkshire CCG.

NHS Hull CCG aims to provide the highest possible standard of service within the resources available and recognises that the quality of the service it provides is a reflection of the quality of the knowledge, skills, attitudes, commitment, motivation and ability of the staff it employs. The CCG will, therefore, encourage all staff to develop to their full potential, enabling them to meet the organisation's objectives. The CCG will also support a wide and flexible range of qualification and continuing professional development opportunities to facilitate the recruitment, motivation, and retention of staff.

RECOMMENDATION:

a Note the content and ratify the policy.

IMPLICATIONS: <i>(summary of key implications, including risks, associated with the paper),</i>	
Finance	All leaning and development will be funded within the allocated budget and utilise regional / national funding where available.

HR	Learning and development is pivotal in enabling employees to successfully perform in their role.
Quality	The provision of learning and development will improve the effectiveness of people to undertake their role and therefore impact on the quality of the service provided by CCG employees.
Safety	The provision of learning and development will improve the effectiveness of people to undertake their role and therefore impact on the safety of the service provided by CCG employees.

ENGAGEMENT:

This policy has been to SLT for approval and has been emailed round to all staff for consultation. The policy has then been to policy sub group which is a working group with TU colleagues following this it has been approved at the Social Partnership Forum which is also a meeting with TU colleagues.

LEGAL ISSUES:

EQUALITY AND DIVERSITY ISSUES: *(summary of impact, if any, of CCG's duty to promote equality and diversity based on Equality Impact Analysis (EIA). All reports relating to new services, changes to existing services or CCG strategies / policies must have a valid EIA and will not be received by the Committee if this is not appended to the report)*

	<i>Tick relevant box</i>
An Equality Impact Analysis/Assessment is not required for this report.	
An Equality Impact Analysis/Assessment has been completed and approved by the lead Director for Equality and Diversity. As a result of performing the analysis/assessment there are no actions arising from the analysis/assessment.	X
An Equality Impact Analysis/Assessment has been completed and there are actions arising from the analysis/assessment and these are included in section xx in the enclosed report.	