

# Governance and implementation



The dashboard's development was overseen through a layered governance model that relied on a series of committees and work groups to support decision-making and reporting.

## Governance structure

A clear governance framework was established to oversee dashboard development and ensure accountability.

- **People Story Committee** – managed operational delivery and engagement.
- **Breakthrough Committee** – provided strategic oversight for the programme.
- **Workforce Board** – acted as the main governance body for workforce-related elements.
- **Senior responsible officers (SROs)** – each committee had a designated SRO for accountability and, as a senior member of staff, responsibility for providing additional resource for stakeholder outreach.



# Reporting and oversight

Reporting processes were structured to maintain transparency and enable escalation where required.

- **Structured reporting** – information flowed from People Story Committee → Breakthrough Committee → ICB board.
- **Programme-wide review** – annual reviews provided a holistic view of progress and priorities.
- **Clear communication** – governance ensured decisions were documented and shared across the system.

# Compliance and information governance

Compliance was embedded into governance from the outset to mitigate legal and data protection risks.

- **Early IG checks** – General Data Protection Regulation (GDPR) compliance was confirmed before launch.
- **Data permissions** – approval obtained for non-public datasets such as Capacity Tracker.
- **Design permissions** – graphics requiring attribution were cleared for use.
- **Public data use** – most data was publicly available, reducing complexity but still requiring oversight.





## Key decisions

- Adopted a layered structure with Breakthrough Committee, Workforce Board and People Story Committee to ensure strategic and operational oversight.
- Designated SROs for each committee to maintain clear responsibility and help connect with other people and teams.
- Integrated IG checks and permissions built into the design process to mitigate GDPR and legal risks.

## Key learning

- Representation improved decision-making and alignment with system priorities.
- Having proper IG guidance and early checks and securing any necessary permissions at the outset avoided mitigated GDPR risks

**“The People Story Committee reports to the Workforce Board. The Workforce Breakthrough programme would have an annual meeting which brought together all the committees. This enabled discussions around the People Story Dashboard and how it could support other committees, for example the Education and Training Committee.”**

**Andrew Barker**, Strategic Workforce Planner, Humber and North Yorkshire ICB