

Meeting Title	Council of Governors		
Date	27 April 2023	Agenda item	CGo.4.23.15

## Governors Annual Effectiveness and, Skills, Knowledge and Development Audit 2023

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Governance responsibility	Council of Governors		
Purpose of the paper	To present the outcomes from the Governors Annual Effectiveness and the Skills, Knowledge and Development Audit 2023		
Action required	For approval		
Previously discussed at/informed by	N/A		
Previously approved at:	Committee/Group	Date	

### Background

#### Introduction

Section B6.5 of the Foundation Trust Code of Governance requires that Governors periodically assess their collective performance. To support this Council members are asked to complete the Annual Self-Assessment tool, the contents of which have previously been agreed with the Governors.

Governors are also asked to complete a Skills, Knowledge and Development Audit, the outcomes of which are also used to support improvements in the performance and effectiveness of the Council and help to identify learning and development requirements for the coming year.

The following documents were circulated to Governors for initial review at the Council meeting in January 2023.

- Draft template for the Council of Governors Annual Evaluation 2023
- Draft Template for the Governors Skills, Knowledge and Development Audit 2023

Once the content was agreed, the templates were circulated to Governors on 21 March 2023, for completion by 3 April 2023.

The following includes a summary of the progress report on the actions from last year and the outcomes from this year's Annual Evaluation and Skills, Knowledge and Development Audit.

#### 1. Progress report on actions with regard to 2022 Evaluation

The progress report is attached at **Appendix 1**. It provides an update on the actions taken in response to areas flagged for improvement as part of the 2022 evaluation.

In 2022 there were 3 areas flagged as 'amber'. These areas covered:

- 2.2 Governors are sufficiently consulted on the Trust's long term Strategy. This scored 69% in 2022. *(For 2023 the score has risen to 79%)*
- 4.3.2 Representing the interests of the FT members and the local population. This scored

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62% in 2022. *(For 2023 the score has risen to 78%)*

- 6.3 Overall, I am satisfied with how the Council's business and decisions of the Council are communicated externally. This scored 69% in 2022. *(For 2023 the score has risen to 78%)*

The Council is asked to note the comments provided with regard to the actions agreed and the progress/updates provided.

## 2. Council of Governors Annual Evaluation 2023

The annual evaluation covers the following key areas:

- Size and composition of the Council
  - Management of the Council Meetings
  - Council of Governors Effectiveness
  - The Role of the Chair
  - Overall Council of Governors Performance
- 14 of 16 Governors completed the evaluation form.
- The following scoring methodology has been used in rating the responses to the questions posed.

	90 to 100% of respondents strongly agreed or agreed
	70 to 89% of respondents strongly agreed or agreed
	50 to 69% of respondents strongly agreed or agreed
	Less than 50% of respondents strongly agreed or agreed

Where the number of 'strongly agreed or agreed' responses falls below 70%, they are marked as either amber or red and it is these areas that drive the priorities for improvement over the coming year.

The scoring for 2023 from the Governors Annual Evaluation is included for review by Governors at Appendix 2. *(Council members only are also in receipt of an additional Appendix 2a which includes individual comments provided by Governors. The information contained in appendix 2a is excluded from the public facing document).*

- In particular the Council is asked to note the overall continued progress made in year. In 2022 there were 3 areas rated as amber and no areas rated as red. For 2023 there was 1 area rated as amber (see below) and no areas rated as red.

		<b>2023</b>	<b>2022</b>
<b>3</b>	<b>Management of the Council of Governors Meeting</b>		
3.2	I have the opportunity to influence the setting of the council of governors agenda	50%	80%

## 3. Skills, Knowledge and Development Audit

Governors come from a wide range of backgrounds and bring varied experiences. To support the improved performance and effectiveness of the Council of Governors, the audit covers the following areas:

- The identification of individual and collective learning and development to support Governors in the delivery of their role

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- Any personal development needs
- The skills knowledge and experience held by our Governors

14 of 16 Governors completed the audit.

The following provides a summary of the key outcomes. The full responses are provided within Appendix 3. In order to protect any personally identifiable data Appendix 3 has been excluded from the public facing document.

### Summary of the key outcomes of the audit

- **Individual and collective learning and development to support in the delivery of roles**

Those areas scoring more than 50% are:

- Performance, particularly with regard to national and local indicators (71%)
- Our Capital Programme (64%)
- Quality, Safety and Patient Experience (64%)
- Our role as a Teaching Hospital (64%)
- The Care Quality Commission and their inspection role (57%)
- Integrated Care and Partnership working (57%)
- The role of NHS England (57%)

- **Governors personal development needs**

The percentage of Governors who identified needs in each of these areas is included below.

- Member and Public Engagement (57%)
- Effective questioning and challenge (43%)
- Understanding Corporate Governance (43%)
- Accountability and holding to account (36%)
- Understanding more about the role of the Senior Independent Director (36%)
- Building relationships with the Board of Directors (29%)
- Developing skills in chairing meetings (29%)
- The governor role in non-executive appointments (29%)
- NHS finance and business skills (21%)
- Statutory duties and responsibilities of the Council of Governors (14%)

This feedback will be taken into account when planning future Council of Governors agendas and training/development sessions.

- **The skills, experience and knowledge held by Governors which are beneficial to the delivery of the Governors' business agenda.**

The Council of Governors as a collective body has wide ranging skills, knowledge and experience. From the information provided Governors have skills, knowledge and experience that includes:

- Corporate Governance
- Risk Management
- Internal Audit
- Senior Operational Management
- Marginalised Community Engagement

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- Public Engagement, Public Participation & Involvement in Research
- Organisational Development
- Local Authority Experience
- Legal Experience
- Education
- Academia

Other experience and/or knowledge that Governors deem beneficial to the delivery of the Governors' business agenda, and held by one or more governors, includes:

- Experience of chairing meetings, leading teams during national quality and performance inspections, systems around teaching
- Working background in corporate governance, internal audit management, risk management, NHS/DH relations. Am a Board member and Chair of Audit & Risk Management Committee of Connect Housing association
- Public Engagement, Public Participation & Involvement in Research, Voluntary Sector Connections and Business connections throughout Bradford.
- An academic and have active research in cancer. Also have interest in research on aging diseases such as Alzheimer's' disease and stroke.
- Legal background and elected councillor
- A primary school SENDCo– I engage and connect different multi-agencies (e.g. OTs, specialist consultants, paediatricians, physio therapy specialists and children and young people and their families.
- Extensive background in nursing care and leadership
- Deputy Chair of BTHFT RESIN staff network and advocate for equality diversity and inclusion.
- Ambassador for international staff.
- Senior Manager in the Trust
- Significant experience of working in multi-racial communities through statutory and voluntary roles.
- An active contributor to the welfare and the welling of communities in the Bradford District and beyond.
- Significant experience in the voluntary/community sector both within the local authority as an elected member and a Deputy Executive to the Health & Wellbeing portfolio and a Deputy Executive to the Education, Skills and Employment Portfolio.
- An experienced public sector worker as well as an academic, bringing together personal and employment experience with academic nuances, aspiring to influence policy and practice through evidence-based work.

### Recommendation/s

The Council is asked to:

- note the contents of this paper and the appendices; and
- provide feedback on the amber area from the evaluation ('I have the opportunity to influence the setting of the council of governors agenda') and provide feedback as to how this could be improved.