

Briefing from Informal Board Session

Purpose

1. This report records the key topics discussed and the information shared at an informal board session held on 20 March 2024.

Key topics discussed.

2. The session started with members receiving a briefing on the recently published NHS national Staff Survey results. The overall response rate of 60% was recognised and the improvements reported in key areas were welcomed by the Board of Directors. It was noted that a full analysis would be formally presented to the People & Culture Committee on 10 April 2024, together with the results from the quarterly People Pulse Survey from January 2024. The members of the Board acknowledged the leadership of the Chief People Officer in the delivery of the Trust's staff engagement plan and extended thanks to all members of the HR team, the Communications Team and all staff for engagement in the annual survey.
3. The Medical Director / Executive Lead for FTSU provided an update on the completion of the National Guardians Office toolkit for NHS Trusts and Foundation Trusts, drawing on the feedback from a recent board member survey about knowledge and understanding of FTSU processes in the Trust.
4. The Chief People Officer and Director of Corporate Affairs provided an update on the new NHS Leadership Competency Framework (LCF) and the process to incorporate it into the annual appraisals of all board members, aligned also to the existing Fit and Proper Persons Test.
5. The development of the Trust's values-based behavioural framework was shared with members of the Board ahead of formal approval during April 2024. The framework sets a clear framework for standards of behaviour across the Trust and members were particularly interested and pleased to hear of the consultation and engagement with staff during its development.
6. The Director of Corporate Affairs provided an overview of the anticipated year-end position for the strategic risks monitored via the Board Assurance Framework. It was noted that each of the committees would review risks for the new financial year during April and May 2024. This would include new risks identified in-year by both the Finance & Performance Committee and the People & Culture Committee. The Director of Corporate Affairs also noted that MIAA had recently completed the annual Assurance Framework Review which would be shared at the public Board meeting in April 2024.
7. The Director of Corporate Affairs described a proposed approach to informal board and board development sessions for 2024-25. This included bi-monthly informal board sessions which would include a varied agenda linked to hot topics and important briefings also aligned to Trust strategy and national guidance. The formal board development programme would also be a key feature of the Board annual plan for 2024-25 complementing the informal sessions. It was noted that during July and September 2024, the Board of Directors would participate in 3 sessions on Equality, Diversity and Inclusion with Joy Warmington from Brap. The members of the Board supported this approach to informal and board development sessions for 2024-25.

Alison Hughes
Director of Corporate Affairs

20 March 2024.