

Council of Governors

8 March 2023

Report Title:	Chair and Non-Executive Director performance review process 2022/23
Executive/NED Lead:	Richard Spencer, Senior Independent Director
Report author(s):	Ann Filby, Trust Secretary
Previously considered by:	N/A

Approval

 Discussion

 Information

 Assurance

Executive summary		
<p>Reviewing non-executive performance is one of the Council’s general duties, with the outcome underpinning future appointment decisions. This is particularly important if a Non-Executive Director wishes to continue for a second three-year term of office. The Governors’ Appointments and Performance Committee considers the outcome of annual reviews in detail with a final report presented to the Council.</p> <p>NHS guidance for conducting appraisals of provider chairs was published in 2019 with a view to standardising reviews across the NHS. Requirements have previously been re-issued annually, and particularly with regard to submission of summary reviews for both the Chair and Non-Executive Directors. This would only be actioned once the Council has considered and approved the outcome. The full national guidance and forms can be found at this link Non-executive opportunities in the NHS » A framework for conducting annual appraisals of NHS provider chairs (england.nhs.uk)</p> <p>A discussion has been undertaken between the Senior Independent Director, Chair, Lead Governor and Trust Secretary to confirm the process and a timetable is presented. This also includes reference to the Chief Executive’s appraisal, which will be scheduled prior to Executive Director reviews taking place, for consideration by the Board’s Remuneration and Nomination Committee.</p> <p>Effectiveness of the process is to be reviewed on completion to inform any changes for the following year.</p>		
Action Required of the Council		
The Council is invited to consider and confirm the plans for the 2022/23 reviews.		
Link to Strategic Objectives (SO)		Please tick
SO1	Keep people in control of their health	<input checked="" type="checkbox"/>
SO2	Lead the integration of care	<input checked="" type="checkbox"/>
SO3	Develop our centres of excellence	<input checked="" type="checkbox"/>
SO4	Support and develop our staff	<input checked="" type="checkbox"/>
SO5	Drive technology enabled care	<input checked="" type="checkbox"/>

Risk Implications for the Trust <i>(including any clinical and financial consequences)</i>	The Trust needs to have access to an appropriate mix of skills and experience in the membership of the Board of Directors to ensure effective decision making.
Trust Risk Appetite	The Board has a cautious risk appetite when it comes to compliance and regulatory issues. Where the laws, regulations and standards are about the delivery of safe, high quality care, it will make every effort to meet regulator expectations and comply with them and will only challenge them if there is strong evidence or argument to do so.
Legal and regulatory implications <i>(including links to CQC outcomes, Monitor, inspections, audits, etc.)</i>	
Financial Implications	N/A
Equality and Diversity	A diverse Board is stronger and makes better decisions, drawing on a wider range of experiences. Reverse mentoring is in place but currently women and people from black and minority ethnic backgrounds are under represented at Board level.