

Trust Board Development Programme 2024/25

“The purpose of NHS boards is to govern effectively and in doing so to build public and stakeholder confidence that their health and healthcare is in safe hands. This fundamental accountability to the public and stakeholders is delivered by building confidence:

- *In the quality and safety of health services.*
- *That resources are invested in a way that delivers optimal health outcomes.*
- *In the accessibility and responsiveness of health services.*
- *That the public can appropriately shape health services to meet their needs.*
- *That public money is spent in a way that is efficient and effective.”*

The Healthy NHS Board; Principles for Good Governance, National Leadership Council

The board development programme is designed to support the Board in excelling at governing effectively, by providing a programme of development and learning throughout the year. This list is not exhaustive but is a compilation of topics prioritised for development which is subject to continuous review to ensure that it remains fit for purpose. The programme links to priorities identified in the Trust Strategy ‘Step Up To Great’ and the four key strategic goals Great Outcomes, Great Care, Great Place to Work and Part of the Community.



The programme draws upon the following key areas of consideration for an NHS Board, this list is illustrative;

- NHSE Insightful Board
- National, regional and system guidance and frameworks
- Learning and development (including from internal and third-party reports)
- Collaboratives and partnerships
- NHS Leadership Competency Framework
- Board effectiveness, appraisal and evaluation
- Group arrangements and opportunities
- Strategy Development
- Governance and risk, including annual review of risk appetite and Board Assurance Framework
- Well Led Self-Assessment
- Capital and estates planning
- Transformation delivery and outcomes

Board Development Programme 2024/25

Date	Group/LPT	Topic
June 2024	LPT	External Review of Leadership and Governance under the well led framework – Feedback
June 2024	Group	PSIRF development session External Review of Leadership and Governance under the well led framework – Findings and improvement planning. Strategy development

July 2024	Group	External Review of Leadership and Governance under the well led framework – Follow up session
August 2024	LPT	Lived experience, co-production and the People’s Council Health Inequalities Collaborative and Partnerships update – LD Our Future Our Way Well Led
October 2024	LPT	Rapid Safety Improvement Programme Board Responsibilities for Doctors PAs NED focussed session on effective challenge Strategy development Raising Health Charity
December 2024	Group	Group Strategy NHSE Insightful Board Learning Group Public Board Meetings
December 2024	LPT	Patient and Carer Race Equality Framework Transformation Delivery Outcomes Capital and Estates Sustainability - strategic approach
February 2025	Group	Risk maturity framework BAF development - using the BAF effectively Leadership Competency Framework Insightful Board Succession Planning
February 2025	LPT	Safeguarding EPRR LPT strategic objectives 2025/26 Annual Review of Group Arrangements
April 2025	LPT	Health and Safety deep dive Strategic objectives Governance update Transformation plan