

**EXECUTIVE SUMMARY****REPORT TO THE BOARD OF DIRECTORS****HELD ON 20 JANUARY 2016**

<b>Subject</b>	Board of Directors Well-led Review – Action Plan
<b>Supporting TEG Member</b>	Assistant CEO
<b>Author</b>	Neil Riley
<b>Status<sup>1</sup></b>	A*

**PURPOSE OF THE REPORT**

To debate the three key issues and agree the overall action plan.

**KEY POINTS**

- Overall, a positive assurance of the current arrangements.
- Main recommendation concerns thinking and acting strategically, which will be picked up in the second phase of the Well-Led review.

**IMPLICATIONS<sup>2</sup>**

<b>AIM OF THE STHFT CORPORATE STRATEGY 2012-2017</b>		<b>TICK AS APPROPRIATE</b>
1	Deliver the Best Clinical Outcomes	✓
2	Provide Patient Centred Services	✓
3	Employ Caring and Cared for Staff	✓
4	Spend Public Money Wisely	✓
5	Deliver Excellent Research, Education & Innovation	✓

**RECOMMENDATIONS**

- Debate the 3 key issues identified in section 2.
- Approve the rejection of recommendation 11.
- Agree next steps.
- Approve the overall action plan as set out at Appendix 1.

<b>Meeting</b>	<b>Date</b>	<b>Approved Y/N</b>
TEG	13/01/16	
Board of Directors	20/01/16	

<sup>1</sup> Status: A = Approval  
A\* = Approval & Requiring Board Approval  
D = Debate  
N = Note

<sup>2</sup> Against the five aims of the STHFT Corporate Strategy 2012-2017

**SHEFFIELD TEACHING HOSPITALS NHS FOUNDATION TRUST**

**WELL-LED REVIEW – ACTION PLAN**

**REPORT TO THE BOARD OF DIRECTORS**

**20 JANUARY 2016**

**1. BACKGROUND**

The Board commissioned Capsticks to carry out a well-led review. The outcome of that review was presented to the Board in November 2015.

The review was positive about the Trust's arrangements across the two elements of the well-led domains covered by the review (the remaining two domains will be reviewed in 2016 when the Board completes the update of the Board's strategy). In order to further strengthen the arrangements, the review made 21 recommendations.

**2. ASSESSMENT OF THE RECOMMENDATIONS**

An assessment of the recommendations is set out at Appendix 1. These are categorised as follows:

- Accept – 15
- Partially Accept - 5
- Reject – 1

In terms of those recommendations partially accepted, the comments column is used to indicate the rationale for the assessment / further action planned.

There are 3 significant issues for the Board to consider:

- Developing the Board's capability and capacity to think and act strategically. Whilst the specific action concerns a focussed piece of work in this domain of the well-led review (strategy and planning / capability and culture), the Board are invited to identify any further actions.
- Recommendation 13 – “consider the use of patient stories and staff stories at public Board meetings to enhance the Board's current strong focus on quality” –the current arrangements are that this focus is delivered appropriately via an integrated approach across the Board's work. In particular, the clinical update agenda item is often used to present both a patient and staff perspective although this is not the only place on the Board agenda when this is done...
- Recommendation 7 – “update and review the terms of reference of the Audit Committee to ensure that there are explicit links and close working with the Healthcare Governance Committee and that it references the need to oversee staff raising concerns and whistleblowing” – the Board is requested to agree where responsibility for overseeing “raising concerns at work” should sit within the Board's Committee structure.

The single recommendation that is rejected is recommendation 11 – “strengthen the Board oversight of Directorate performance by introducing a rolling programme where each Directorate Senior Leadership Team, presents to the Board on its main challenges, risks and successes” – Appendix 1 identifies a clear action that this responsibility is too onerous for the Board as a whole and would be better done by exception at the Finance, Performance and Workforce Committee. TEG is requested to approve this recommendation.

**3. NEXT STEPS**

To implement the action plan with a further RAG rated update to the Board of Directors in April 2016.

**4. CONCLUSION**

The Board is requested to:

- Debate the 3 key issues identified in section 2.
- Approve the rejection of recommendation 11.
- Agree next steps.
- Approve the overall action plan as set out at Appendix 1.

Neil Riley  
Assistant Chief Executive  
13 January 2016