

## Executive Summary

### Report to the Public Board of Directors

Being Held on 25 July 2023

<b>Subject</b>	Chair Appraisal 2022/23
<b>Sponsor</b>	Tony Buckham, Senior Independent Director
<b>Authors</b>	Tony Buckham, Senior Independent Director Steve Barks, Vice-Chair CoG Nomination and Remuneration Committee
<b>Status</b>	To Note

### PURPOSE OF THE REPORT

To provide the Board of Directors with a summary of the outcome of the Chair's appraisal for the period 2022/23.

### KEY POINTS

- The Chair is appraised annually via an evidence-based assessment including feedback on performance for the period 1 April 2022 to 31 March 2023.
- The appraisal process is led by the Senior Independent Director supported by the Council of Governors' Nomination and Remuneration Committee.
- A total of 32 questionnaires were distributed and a total of 22 responses were received. The anonymous responses were collated and a summary of free text was also included in the analysis.
- The outcomes of the appraisal were presented for noting at the Council of Governors' meeting on 20 June 2023.
- In line with national guidance, the final summary of the Chair's 2022/23 appraisal was submitted to the NHS England Regional Director.

### IMPLICATIONS

Aim of the STHFT Corporate Strategy		Tick as appropriate
1	Deliver the Best Clinical Outcomes	✓
2	Provide Patient Centred Services	✓
3	Employ Caring and Cared for Staff	✓
4	Spend Public Money Wisely	✓
5	Create a Sustainable Organisation	✓
6	Deliver Excellent Research, Education and Innovation	✓

### RECOMMENDATIONS

The Board of Directors are asked to **NOTE** the outcomes of the Chair Appraisal Process for the period 2022/23.

### APPROVAL PROCESS

Meeting	Date	Approved Y/N
Council of Governors' Nomination and Remuneration Committee	14.06.23	Y
Council of Governors	20.06.23	Y

The annual appraisal of the Chair has now been completed, and details below provide an outline of the process undertaken and summary of the outcome as discussed at the Council of Governors' Nomination and Remuneration Committee.

The principal aim of the process is to ensure the appraisal is a valuable and valued undertaking that provides an honest and objective assessment of the Chair's impact and effectiveness, while enabling potential support and development needs to be recognised and considered.

Best practice described by the Foundation Trust Code of Governance sets out that the appraisal of the Chair is led by the Senior Independent Director within a framework agreed by the Council of Governors and taking into account the views of directors and governors<sup>1</sup>. In line with this the appraisal process is led by the Senior Independent Director (SID) and supported by the Council of Governors' Nomination and Remuneration Committee.

The process is in line with NHS England framework for conducting annual appraisals of NHS provider chairs.

The appraisal is evidence-based and includes feedback on performance from 1 April 2022 to 31 March 2023. The process is centered on a questionnaire, including a free text component, requesting feedback from the Council of Governors' Nomination and Remuneration Committee members, Executive Directors, Non-Executive Directors and External Stakeholders, nominated by the Chair.

The Vice-Chair of the Nomination and Remuneration Committee (V-CNRC) also requested feedback from the wider membership of the Council of Governors which was fed into the process.

The questionnaire was distributed to 32 recipients and a total of 22 responses were received. The anonymous responses were collated and a summary of free text was also included in the analysis.

A meeting took place on 16 May 2023 between the SID and the VC-NRC to review the collated feedback and the Chair joined the second part of this meeting. The outcome of the appraisal was then reviewed by the Council of Governors' Nomination and Remuneration Committee on 14 June 2023.

On reviewing the outcome of the appraisal, the Council of Governors' Nomination and Remuneration Committee agreed that the Chair had a strong performance during another extremely challenging year; leading the Board with pragmatism, compassion and support. She has grown into an effective and respected partner in the Integrated Care System and in Place and is seen as a Chair who others look to for support and guidance. She continues to be passionate in serving all the Trust's communities and stakeholders in tackling inequalities in health access and opportunity.

In concluding its review of the summary appraisal the Committee noted the completion and satisfactory outcome of the Chair's annual appraisal.

### **Submission of appraisal summary**

In line with national guidance, the final summary of the Chair's 2022/23 appraisal and objectives have been submitted to the NHS England Regional Director.

### **Recommendation**

The Board of Directors are asked to **NOTE** the outcomes of the Chair's appraisal process for the period 2022/23.

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<sup>1</sup> The senior independent director should lead the performance evaluation of the chairperson, within a framework agreed by the council of governors and taking into account the views of directors and governors (B6.3). The Foundation Trust Code of Governance, Monitor 2014.