

Report to:	Council of Governors	Agenda item:	9
Date of Meeting:	12 September 2024		

Title of Report:	Governor Effectiveness Survey Results
Status:	For Information
Board Sponsor:	Roxy Milbourne, Interim Head of Corporate Governance
Author:	Lauren McEwan, Corporate Governance Manager
Appendices	Appendix 1: Governor Effectiveness Survey Results.

1. Executive Summary of the Report
At the Council of Governors meeting in June 2024, it was agreed that the Council of Governors would like to measure its effectiveness. A survey was developed to seek feedback on how effective the Council of Governors is. The survey was circulated to members of the Council of Governors in July 2024.

2. Recommendations (Note, Approve, Discuss)
The Council of Governors is asked to note the survey results

3. Legal / Regulatory Implications
Not applicable

4. Risk (Threats or opportunities, link to a risk on the Risk Register, Board Assurance Framework etc.)
Without evaluating its effectiveness, the Council of Governors runs the risk of operating in an ineffective or inefficient manner.

5. Resources Implications (Financial / staffing)
Not applicable

6. Equality and Diversity
Not applicable

7. References to previous reports
Not applicable

8. Freedom of Information
Public

Council of Governors Effectiveness Survey 2024 - Results

12th September 2024

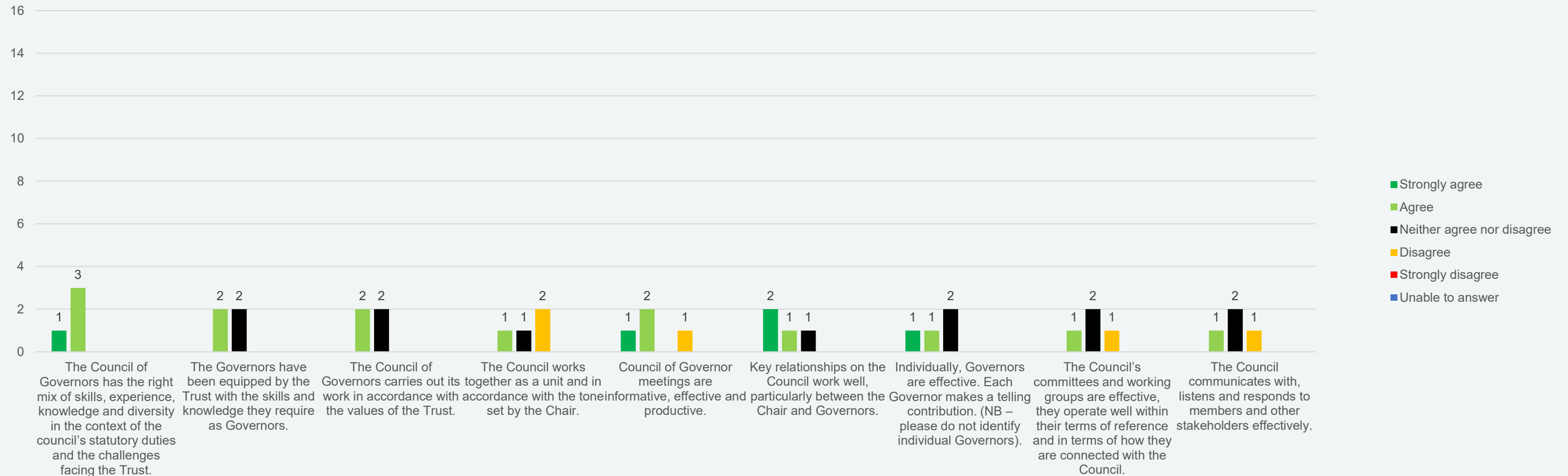
Public Council of Governors meeting

The RUH, where you matter



Council of Governors 2024 Effectiveness Survey

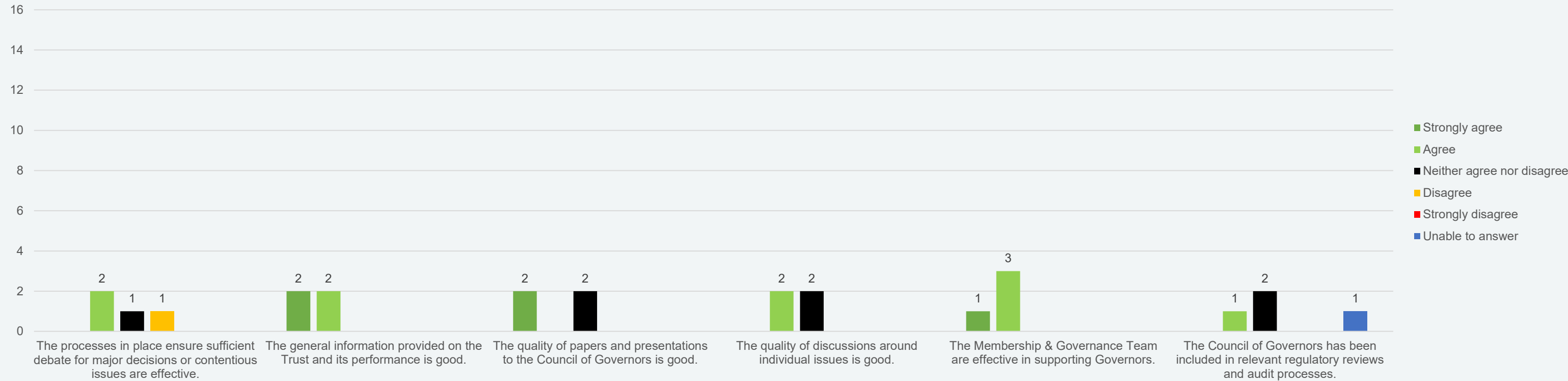
Council of Governors



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
The Council of Governors has the right mix of skills, experience, knowledge and diversity in the context of the council's statutory duties and the challenges facing the Trust.	1	3				
The Governors have been equipped by the Trust with the skills and knowledge they require as Governors.		2	2			
The Council of Governors carries out its work in accordance with the values of the Trust.		2	2			
The Council works together as a unit and in accordance with the tone set by the Chair.		1	1	2		
Council of Governor meetings are informative, effective and productive.	1	2		1		
Key relationships on the Council work well, particularly between the Chair and Governors.	2	1	1			
Individually, Governors are effective. Each Governor makes a telling contribution. (NB – please do not identify individual Governors).	1	1	2			
The Council's committees and working groups are effective, they operate well within their terms of reference and in terms of how they relate to the Council.		1	2	1		
The Council communicates with, listens and responds to members and other stakeholders effectively.		1	2	1		

Council of Governors 2024 Effectiveness Survey

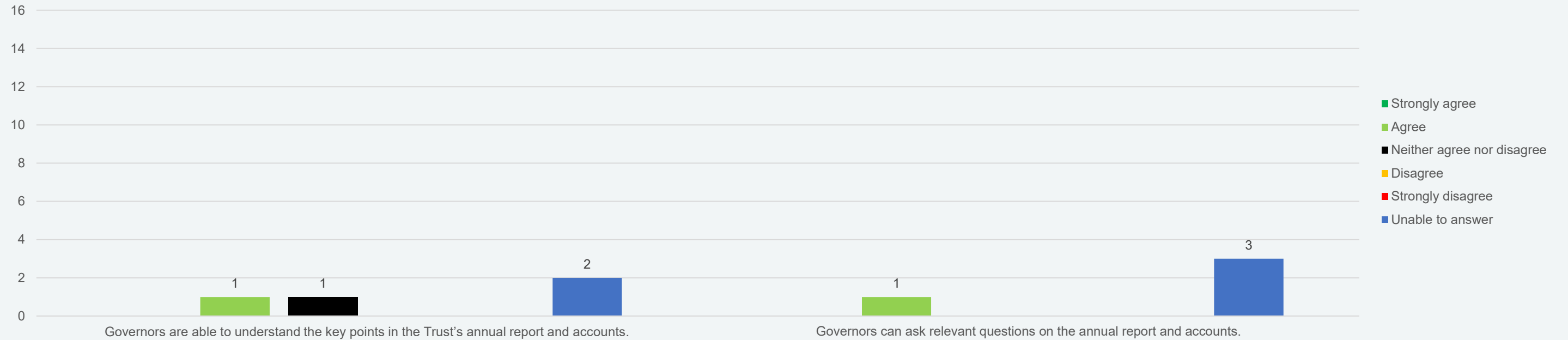
Processes and Information



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
The processes in place ensure sufficient debate for major decisions or contentious issues are effective.		2	1	1		
The general information provided on the Trust and its performance is good.	2	2				
The quality of papers and presentations to the Council of Governors is good.	2		2			
The quality of discussions around individual issues is good.		2	2			
The Membership & Governance Team are effective in supporting Governors.	1	3				
The Council of Governors has been included in relevant regulatory reviews and audit processes.		1	2			1

Council of Governors 2024 Effectiveness Survey

Annual Report and Accounts

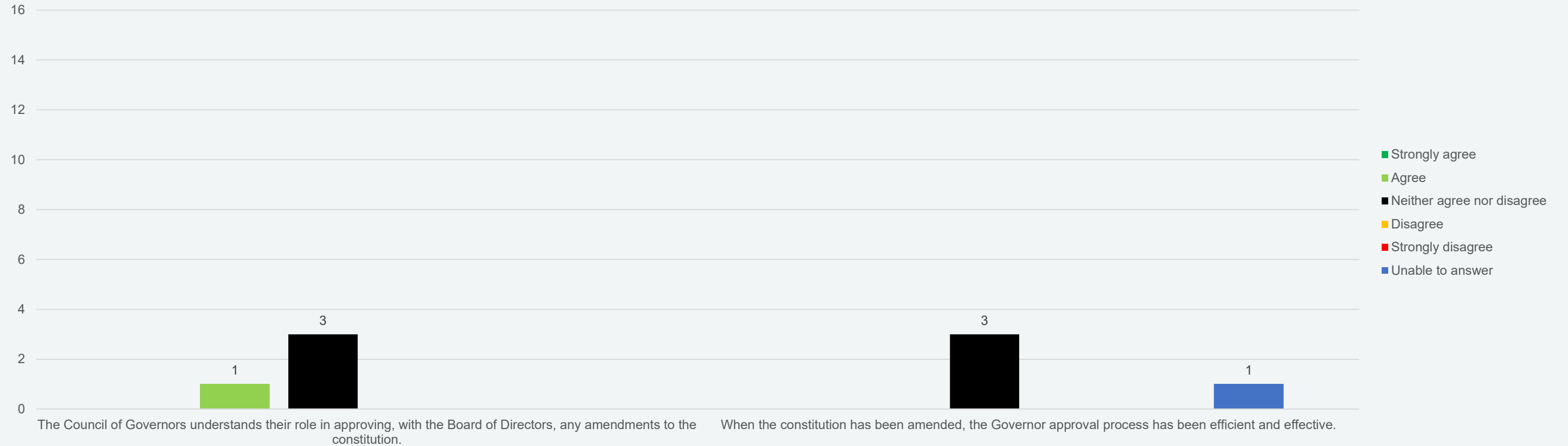


	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
Governors are able to understand the key points in the Trust's annual report and accounts.		1	1			2
Governors can ask relevant questions on the annual report and accounts.		1				3

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Council of Governors 2024 Effectiveness Survey

Constitution

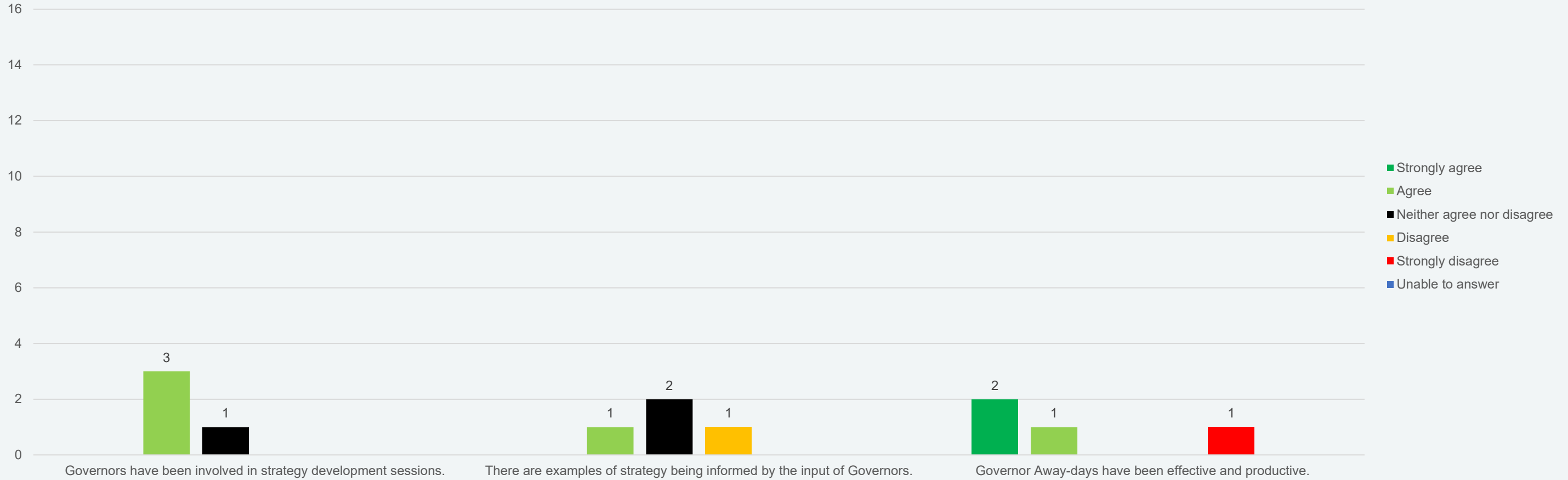


	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
The Council of Governors understands their role in approving, with the Board of Directors, any amendments to the constitution.		1	3			
When the constitution has been amended, the Governor approval process has been efficient and effective.			3			1

The RUH, where you matter

Council of Governors 2024 Effectiveness Survey

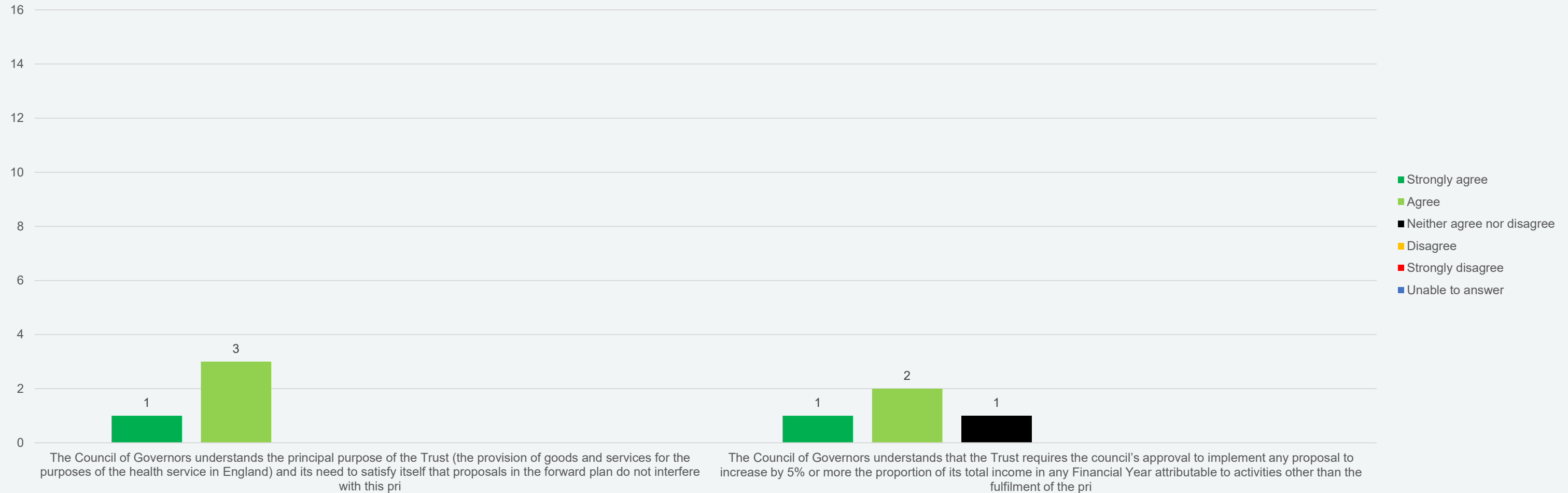
Influencing Strategy



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
Governors have been involved in strategy development sessions.		3	1			
There are examples of strategy being informed by the input of Governors.		1	2	1		
Governor Away-days have been effective and productive.	2	1			1	

Council of Governors 2024 Effectiveness Survey

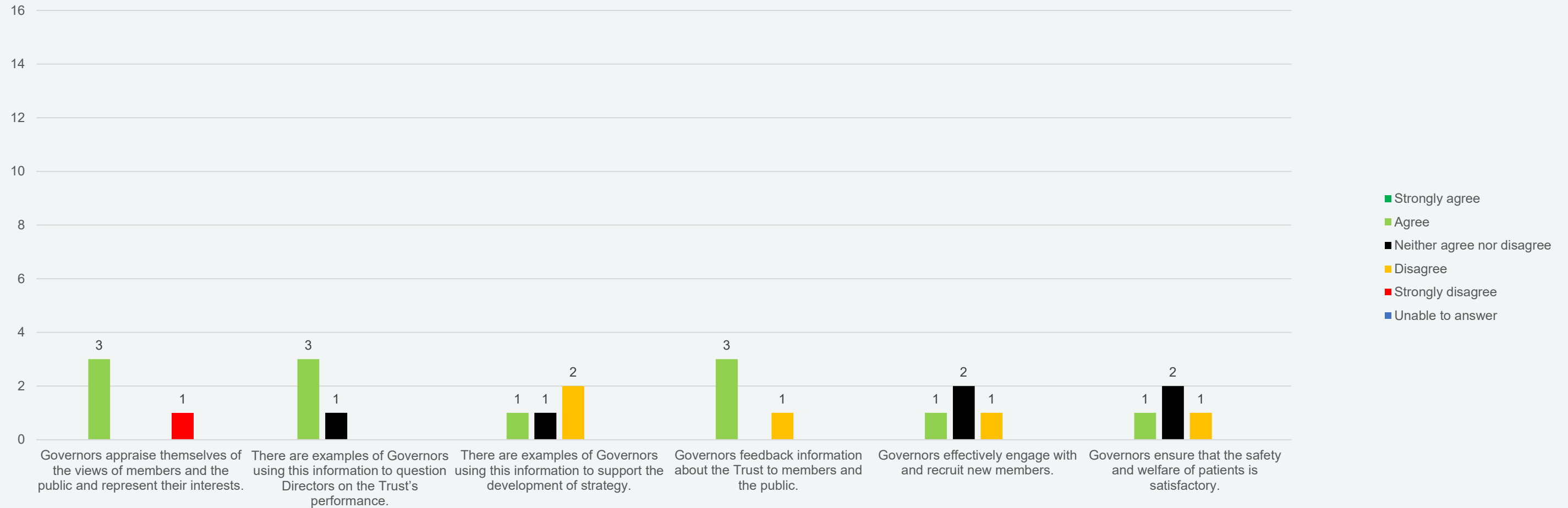
Non-NHS income



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
The Council of Governors understands the principal purpose of the Trust (the provision of goods and services for the purposes of the health service in England) and its need to satisfy itself that proposals in the forward plan do not interfere with this principal purpose to any significant extent.	1	3				
The Council of Governors understands that the Trust requires the council's approval to implement any proposal to increase by 5% or more the proportion of its total income in any Financial Year attributable to activities other than the fulfilment of the principal purpose.	1	2	1			

Council of Governors 2024 Effectiveness Survey

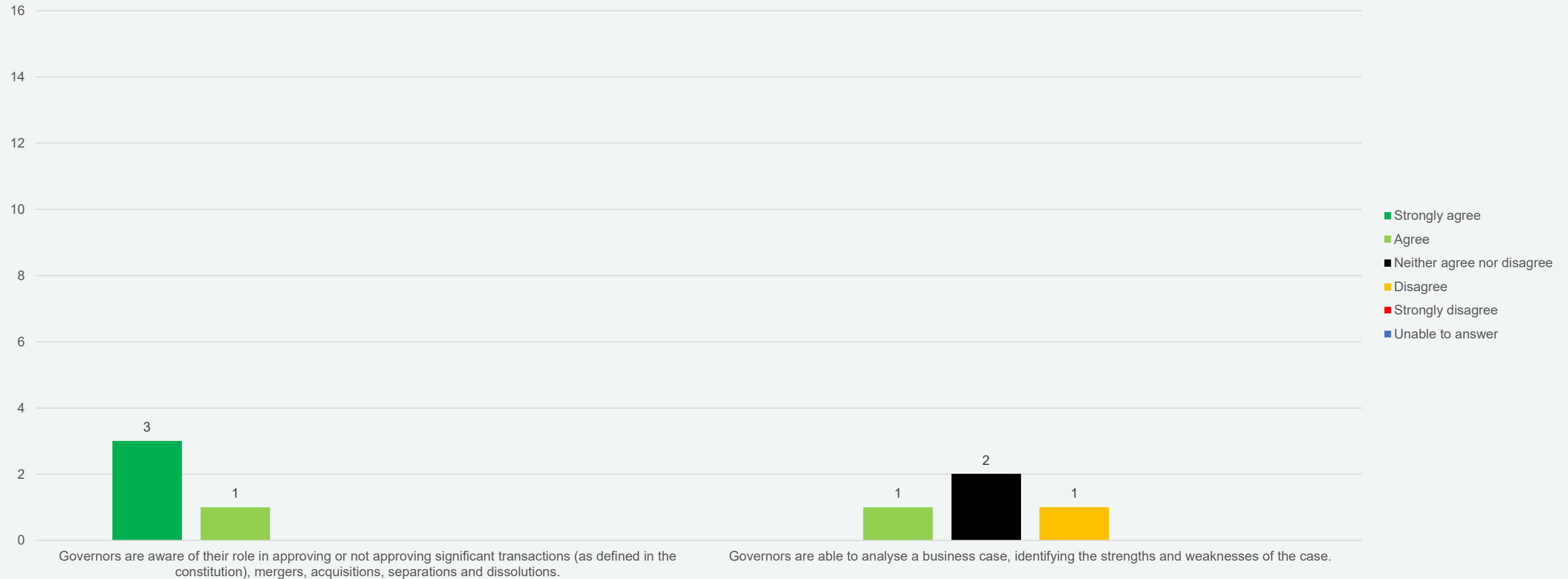
Representing the interests of Members and the Public



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
Governors appraise themselves of the views of members and the public and represent their interests.		3			1	
There are examples of Governors using this information to question Directors on the Trust's performance.		3	1			
There are examples of Governors using this information to support the development of strategy.		1	1	2		
Governors feedback information about the Trust to members and the public.		3		1		
Governors effectively engage with and recruit new members.		1	2	1		
Governors ensure that the safety and welfare of patients is satisfactory.		1	2	1		

Council of Governors 2024 Effectiveness Survey

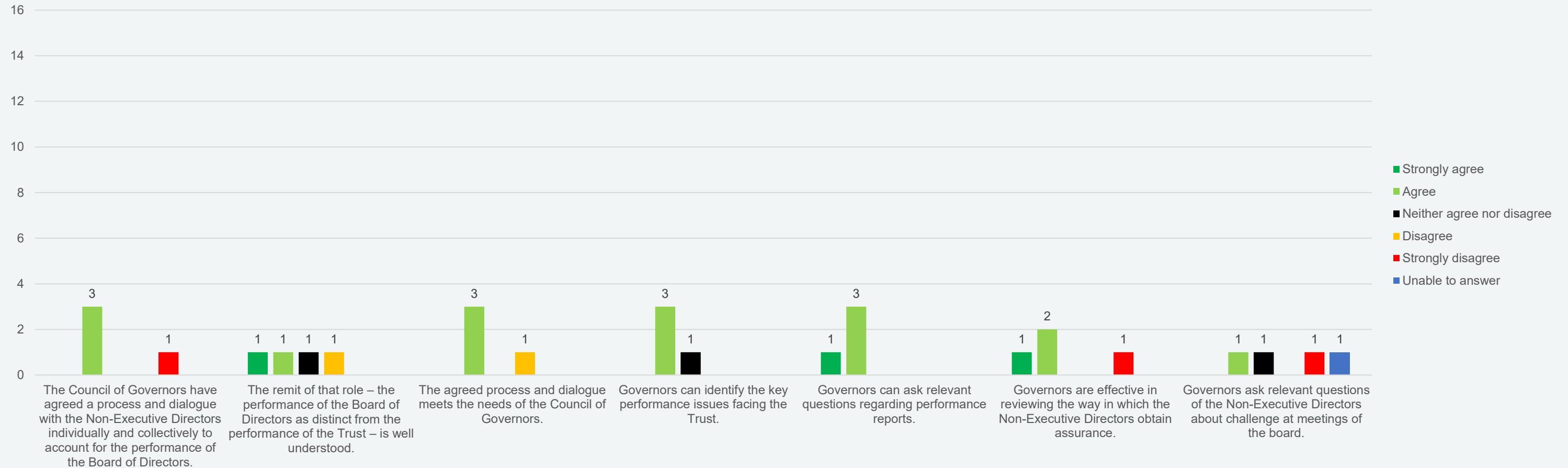
Approving Transactions



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
Governors are aware of their role in approving or not approving significant transactions (as defined in the constitution), mergers, acquisitions, separations and dissolutions.	3	1				
Governors are able to analyse a business case, identifying the strengths and weaknesses of the case.		1	2	1		

Council of Governors 2024 Effectiveness Survey

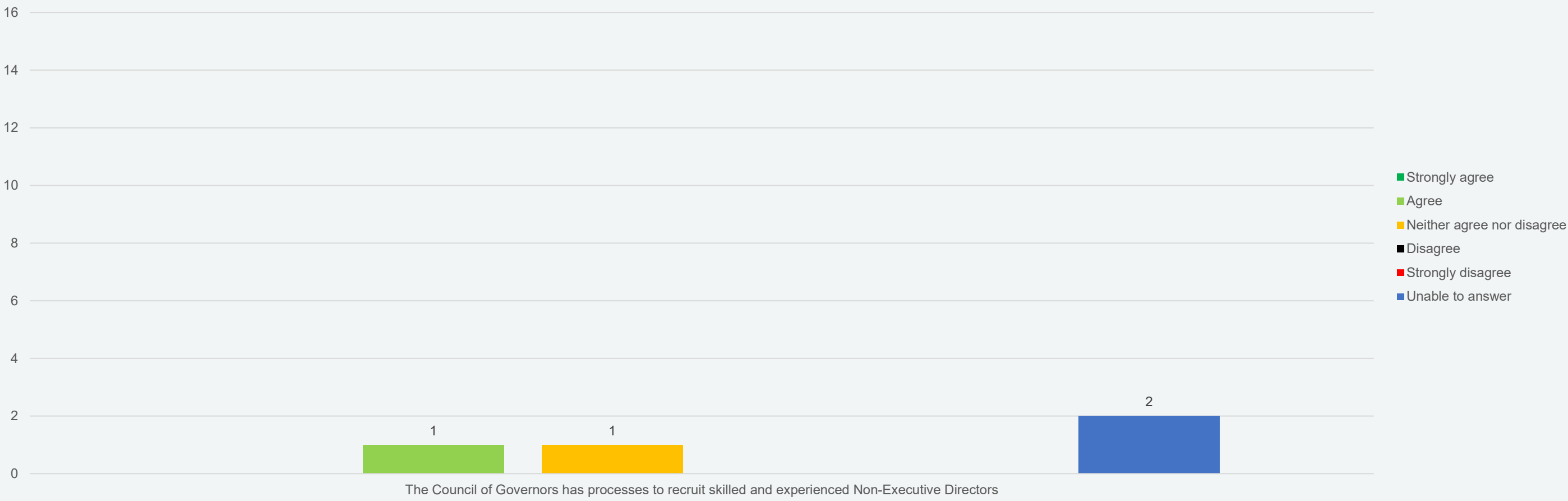
Holding NED's to account



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
The Council of Governors have agreed a process and dialogue with the Non-Executive Directors individually and collectively to account for the performance of the Board of Directors.		3			1	
The remit of that role – the performance of the Board of Directors as distinct from the performance of the Trust – is well understood.	1	1	1	1		
The agreed process and dialogue meets the needs of the Council of Governors.		3		1		
Governors can identify the key performance issues facing the Trust.		3	1			
Governors can ask relevant questions regarding performance reports.	1	3				
Governors are effective in reviewing the way in which the Non-Executive Directors obtain assurance.	1	2			1	
Governors ask relevant questions of the Non-Executive Directors about challenge at meetings of the board.		1	1		1	1

Council of Governors 2024 Effectiveness Survey

NED Recuritment



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unable to answer
The Council of Governors has processes to recruit skilled and experienced Non-Executive Directors		1	1			2

The RUH, where you matter

What do you think the priorities should be for the Council of Governors in 2024/25?

- Strengthen the Board of Governors and also the meeting and 'holding to account' mechanisms
- To improve relationships between all Staff and Public Gover
- To increase contact with Membership, Constituencies and General Public
- To streamline Working Groups and increase their effectiveness
- Two way communication with constituency membership and other stakeholders.
- Organise working groups so that we have a chair, co-chair and core membership of 3 Governor in each working group
- Working out how to better exploit the working group meetings.
- Consolidating the methods of getting out to constituents.

What is one thing that you think the Council of Governors should do differently in 2024/25?

- Robust agreement on individual roles and attendance at Working groups and as relevant Committees
- Continue the good work and improve their effectiveness
- Periodic (6 monthly?) short 1:1 with Chair and Lead Governor. Acceptable to be a Teams meeting