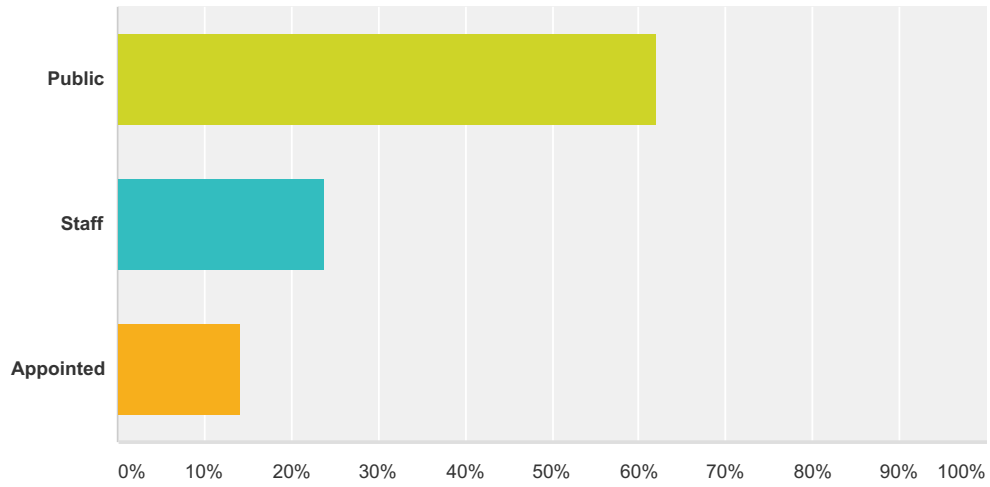


Q2 What type of Governor are you?

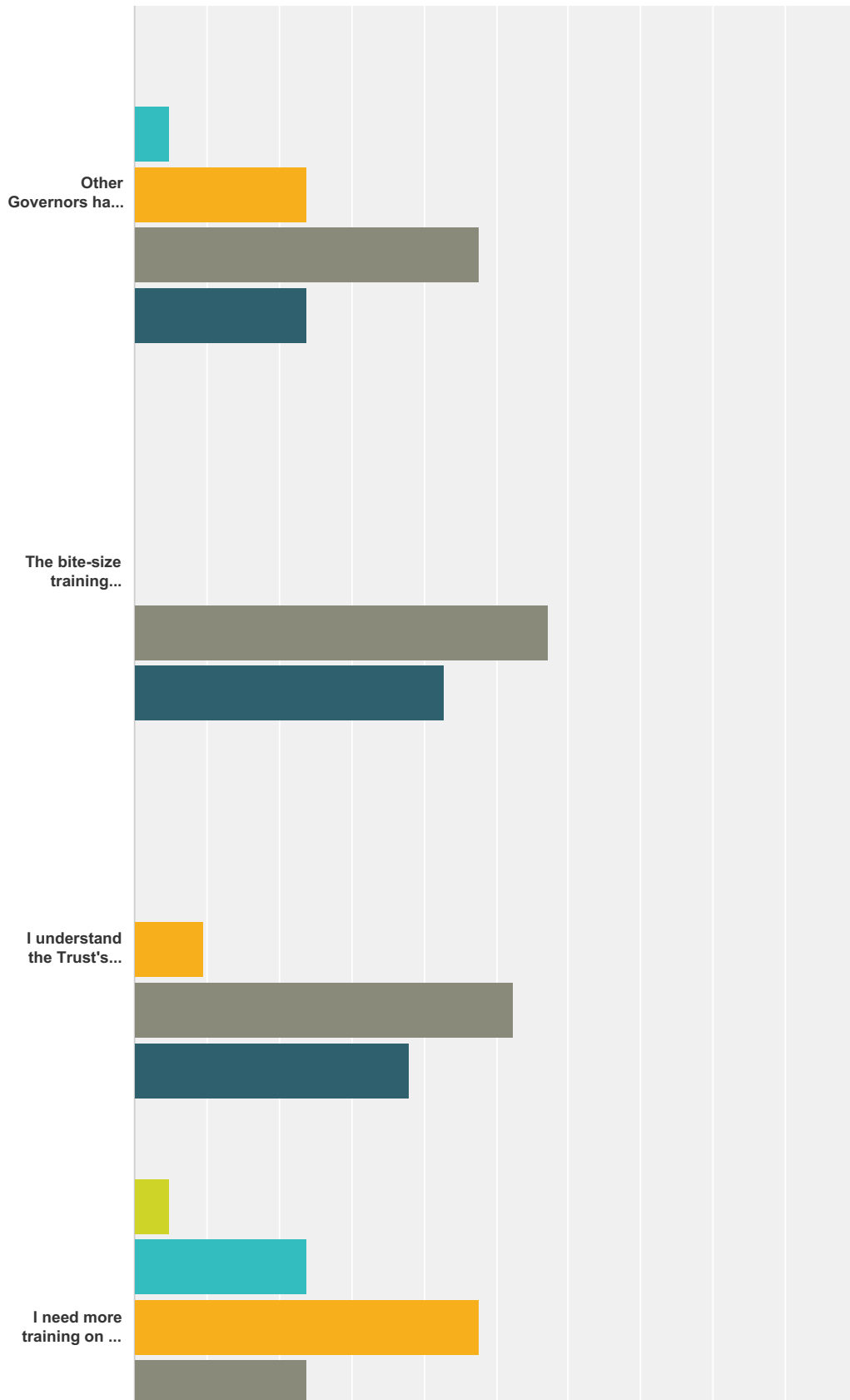
Answered: 21 Skipped: 0



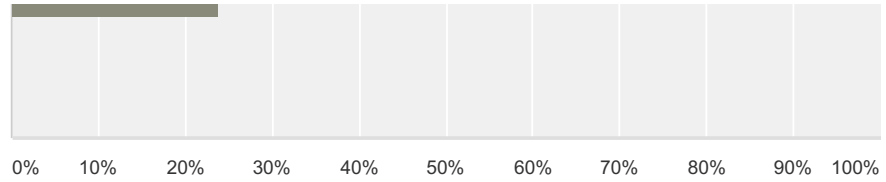
Answer Choices	Responses
Public	61.90% 13
Staff	23.81% 5
Appointed	14.29% 3
Total	21

Q3 Please tell us about your induction, training and development needs

Answered: 21 Skipped: 0



BDCFT Governors Survey 2017

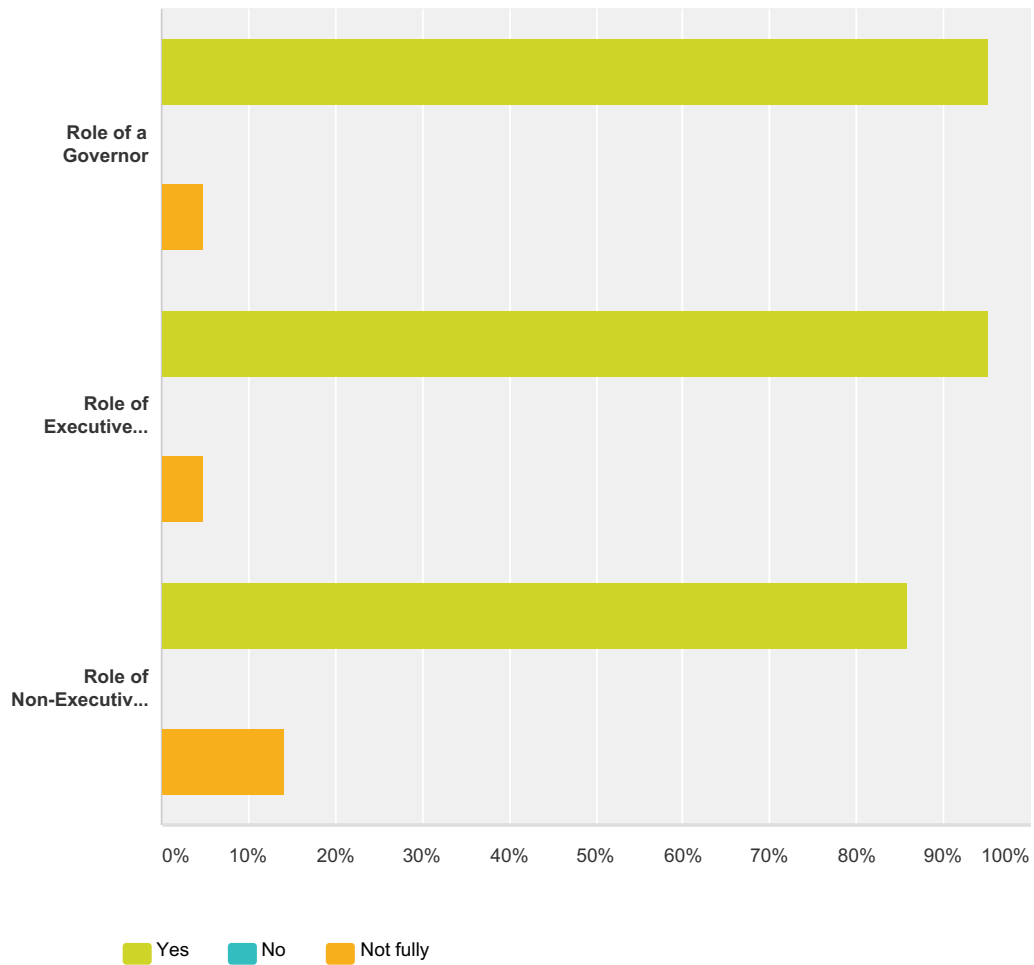


	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total
Other Governors have shared what they have learned from national or regional training events	0.00% 0	4.76% 1	23.81% 5	47.62% 10	23.81% 5	21
The bite-size training sessions arranged by the Trust are a useful part of my training and development	0.00% 0	0.00% 0	0.00% 0	57.14% 12	42.86% 9	21
I understand the Trust's vision and ambitions	0.00% 0	0.00% 0	9.52% 2	52.38% 11	38.10% 8	21
I need more training on the role of a Governor	4.76% 1	23.81% 5	47.62% 10	23.81% 5	0.00% 0	21

#	Please let us know about any additional training or development you need to help you fulfill your statutory duties:	Date
1	I believe that any training offered can only enhance my learning as different environments may warrant learning or reflective learning.	5/28/2017 10:52 AM
2	how to hold the trust to account	5/24/2017 9:29 PM
3	Help was given where needed.	5/24/2017 4:08 PM

Q4 Do you know and understand the following roles?

Answered: 21 Skipped: 0

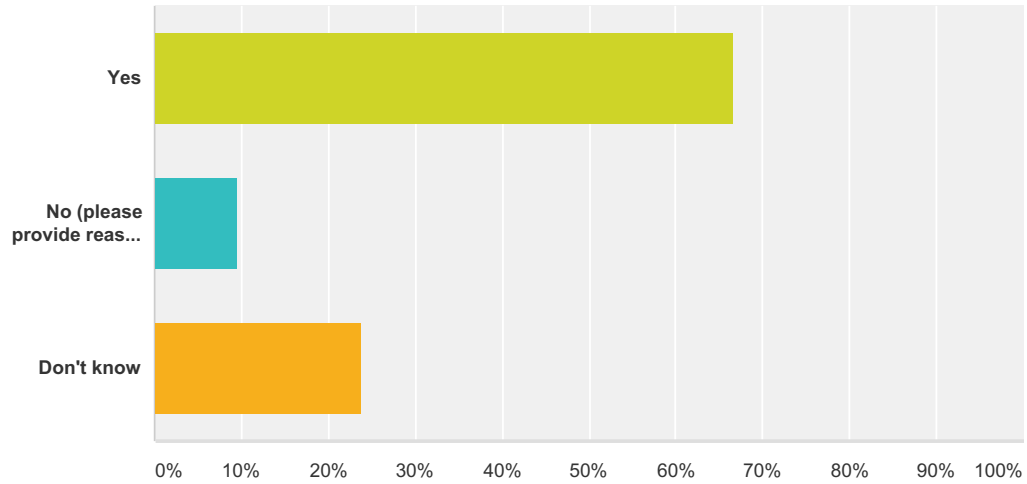


	Yes	No	Not fully	Total	Weighted Average
Role of a Governor	95.24% 20	0.00% 0	4.76% 1	21	0.00
Role of Executive Directors	95.24% 20	0.00% 0	4.76% 1	21	0.00
Role of Non-Executive Directors	85.71% 18	0.00% 0	14.29% 3	21	0.00

#	Do you have any other comments?	Date
1	Not at this stage.	5/28/2017 10:52 AM

Q5 Do we make good use of the skills, experience and knowledge of individual Governors?

Answered: 21 Skipped: 0

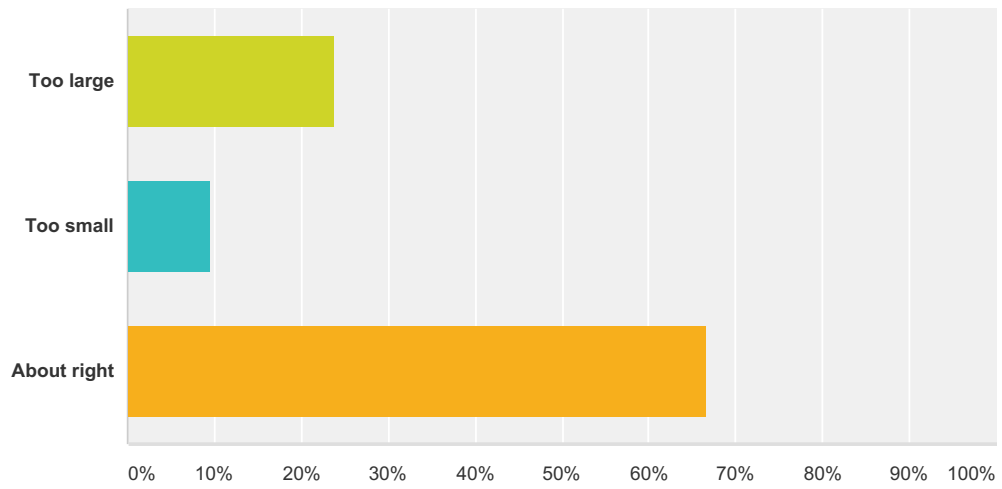


Answer Choices	Responses
Yes	66.67% 14
No (please provide reasons in the box below)	9.52% 2
Don't know	23.81% 5
Total	21

#	Comments	Date
1	Some governors - mainly those who have important networks with access to service users and carers.	6/11/2017 7:23 PM
2	I don't think a lot of the Governors know what they need to do in the community	6/8/2017 3:36 PM
3	Talking to members of the trust when I have the opportunity to do so	5/25/2017 7:56 AM
4	As I don't believe I have been asked	5/24/2017 9:30 PM
5	Where possible.	5/24/2017 4:10 PM

Q6 What are your thoughts about the size of the Council of Governors? Is it:

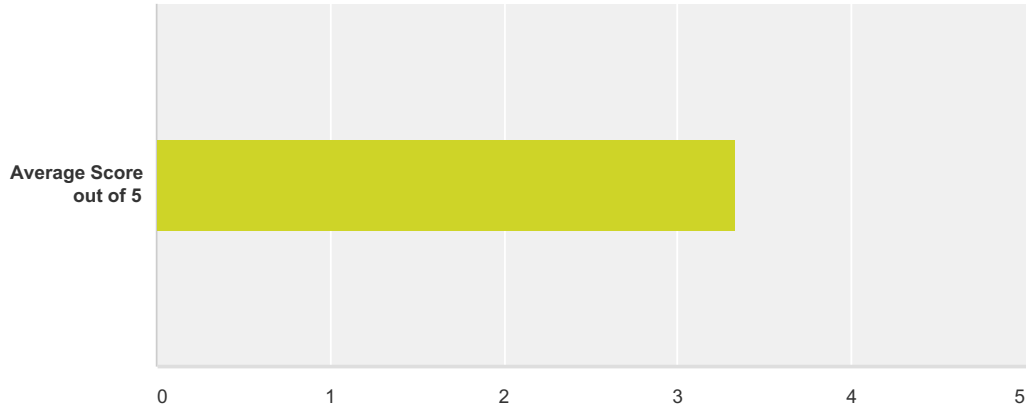
Answered: 21 Skipped: 0



Answer Choices	Responses
Too large	23.81% 5
Too small	9.52% 2
About right	66.67% 14
Total	21

Q7 Do you think the Council of Governors has contributed to improving the Trust's services?

Answered: 21 Skipped: 0



	Not contributed at all	Limited contribution	Some contribution	Good contribution	Significant contribution	Total	Weighted Average
Average Score out of 5	4.76% 1	19.05% 4	33.33% 7	23.81% 5	19.05% 4	21	3.33

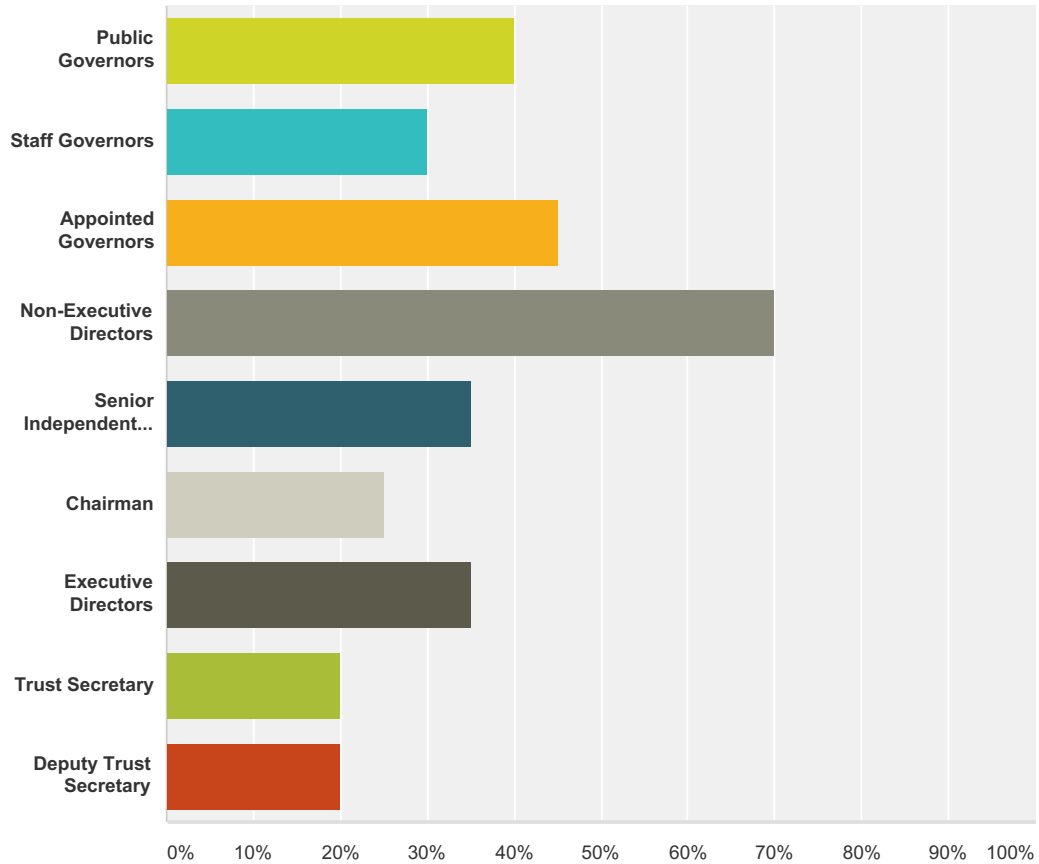
Q8 What skills do you have which you think the Council of Governors/Trust could benefit from?

Answered: 14 Skipped: 7

#	Responses	Date
1	knowledge of social care with older/mentally ill users	6/12/2017 9:13 AM
2	insight into the placement circuit and high quality learning environments that the trust delivers. quality assurance methods Care Makers - role of this NHS England opportunity for staff in terms of embedding compassion in practice and the national strategy of Leading change adding value	6/11/2017 8:40 PM
3	Strategy development and analysis Risk management HR management Quality assurance and process development	6/11/2017 7:23 PM
4	Significant experience of higher education and leadership , health care workforce development	6/8/2017 7:56 PM
5	Extensive experiences of childhood trauma & poor mental health. I became a service user at the age of 14 and continued to be up to now (38). I have diagnosis to live with. Being able to recover from drink addiction, self-harm & suicidal thoughts and actions. I'm a qualified peer supporter and accredited Wellness Recovery Action Plan facilitator. Public Consultant for Barnardos in Bradford. Helped set up & on the steering group for The Cellar Trust Haven in Shipley. With all this experience I'm able to advise and steer projects around mental illness prevention and peer support etc. Also I can advise from a patient point of view.	6/8/2017 4:19 PM
6	use of technology to improve organisational efficiency	6/8/2017 2:17 PM
7	I think there is insufficient knowledge and understanding of the needs and skills of Bradford's BLACK community. I would like to see more of a reflection of the Black community in ALL positions in the Trust particularly in senior and very senior positions. My view has always been if other organisations can achieve this why does the Trust have so much difficulty bringing about this change. I would like to see less talking and showcasing in this area and more action. The Trust has been in a strong position to do this for many years but has failed to do so. I can only assume that discrimination at middle management level must be taking place to maintain the glass ceiling. I feel that this needs to be more closely examined and I am happy to help where possible.	5/28/2017 11:11 AM
8	Research and Development Staff Training (Equality and Diversity) Recruitment and Selection (HR) Mental health Appeals and Renewals	5/26/2017 10:47 AM
9	Public speaking - so when there does members they appear confident, and engaging. Understanding trial balance & profit and loss data, so when they are reading financial records they understand. Depreciation training, why it happens and what is the trust depreciation lust	5/25/2017 7:56 AM
10	Education, performance management, audit	5/24/2017 9:30 PM
11	Probably the skills already available but the trust maybe not aware off	5/24/2017 4:10 PM
12	My main skills come from my experience of Mental Health problems. I have used these skills to suggest improvements to Mental Health services to make them more accessible and relevant to Service Users.	5/15/2017 4:56 PM
13	I have good communication and knowledge of the community	5/14/2017 4:19 PM
14	Chairing Meetings. Knowledge of the NHS and current Health policy. Background in Mental Health. Experience of visiting services to talk to service users.	5/11/2017 11:12 AM

Q9 Please tell us if you feel you need to develop or improve your relationship with any of the following:

Answered: 20 Skipped: 1



Answer Choices	Responses	Count
Public Governors	40.00%	8
Staff Governors	30.00%	6
Appointed Governors	45.00%	9
Non-Executive Directors	70.00%	14
Senior Independent Director	35.00%	7
Chairman	25.00%	5
Executive Directors	35.00%	7
Trust Secretary	20.00%	4
Deputy Trust Secretary	20.00%	4
Total Respondents: 20		

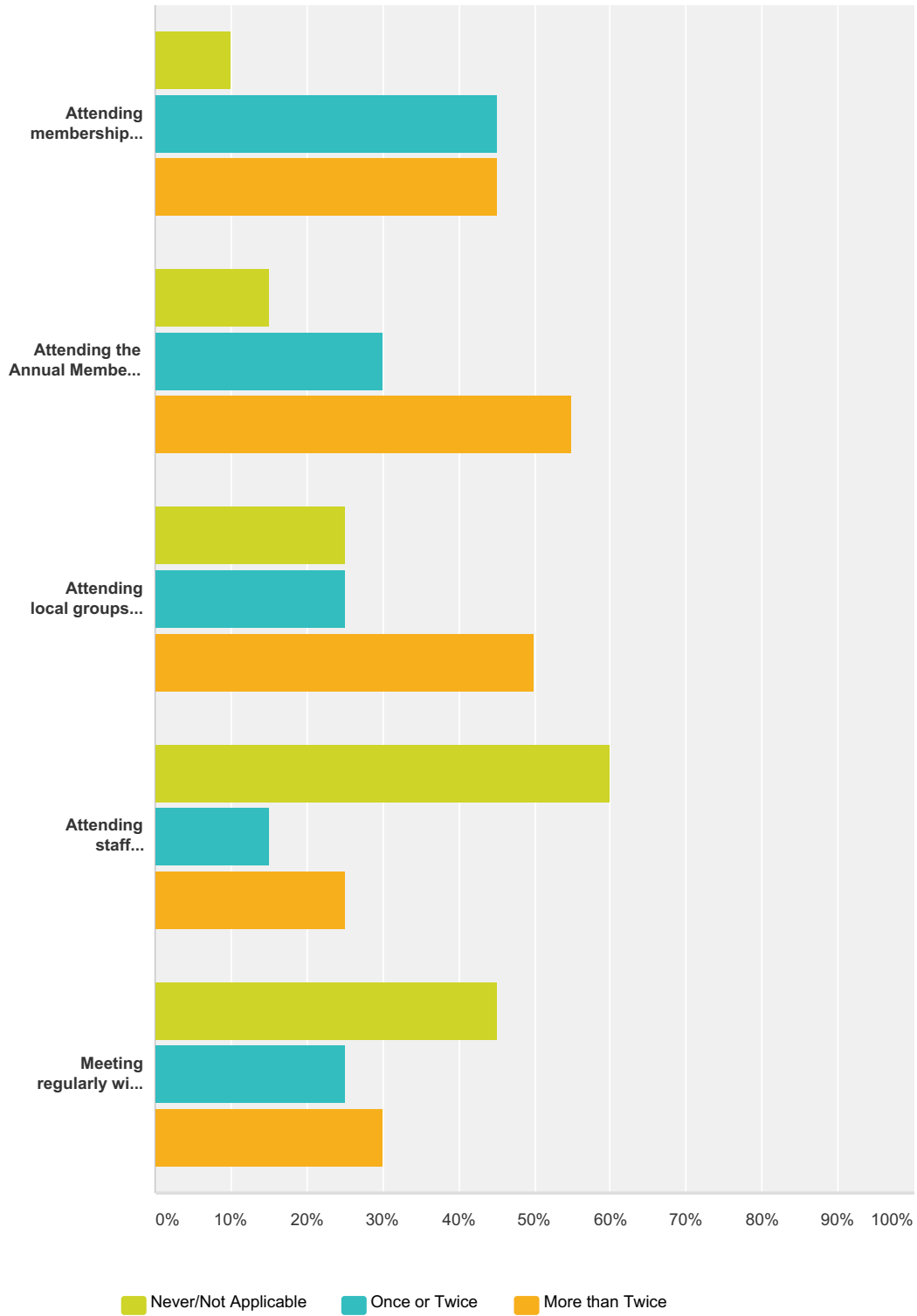
Q10 Are there any other comments you want to make about relationships?

Answered: 10 Skipped: 11

#	Responses	Date
1	I continue to feel that some public governors do not bring evidence to the table in terms of how they are engaging with their constituencies. They seem to be more interested in getting involved in trust business rather than bringing themes raised by the public who they represent	6/11/2017 8:44 PM
2	If governors were more aware of each others skills and areas of interest then we might be better able to establish efficient processes and systems to be more effective. In my opinion the COG needs to establish a structured way of working (which would also allow effectiveness to be measured).	6/11/2017 7:26 PM
3	The chairman is trying to develop the relationship between governors and non executive directors	6/8/2017 7:57 PM
4	as new governor it would be too early to comment in any meaningful way on this topic	6/8/2017 4:32 PM
5	I feel that if appointed Govs are persistently missing meetings and failing to give reason for non attendance this should be looked at as it could be denying other organisations a voice and fellow Gov's their valuable experience.	5/28/2017 11:25 AM
6	General need to know their roles and responsibilities	5/24/2017 9:31 PM
7	Hi have a good relationship already with the above but contact with them makes the job easier. It is not to develop but to continue to improve my relationships.	5/24/2017 4:15 PM
8	I believe these develop over time and am happy with my relationship with everyone to date	5/15/2017 10:39 AM
9	None	5/14/2017 4:22 PM
10	As the new Lead Governor I need to strengthen the relationship with NEDS & SID to be aware of what level of assurance they are receiving. Other relationships feel quite strong.	5/11/2017 11:15 AM

Q11 Please tell us what activities you have been involved in to engage members and the public

Answered: 20 Skipped: 1



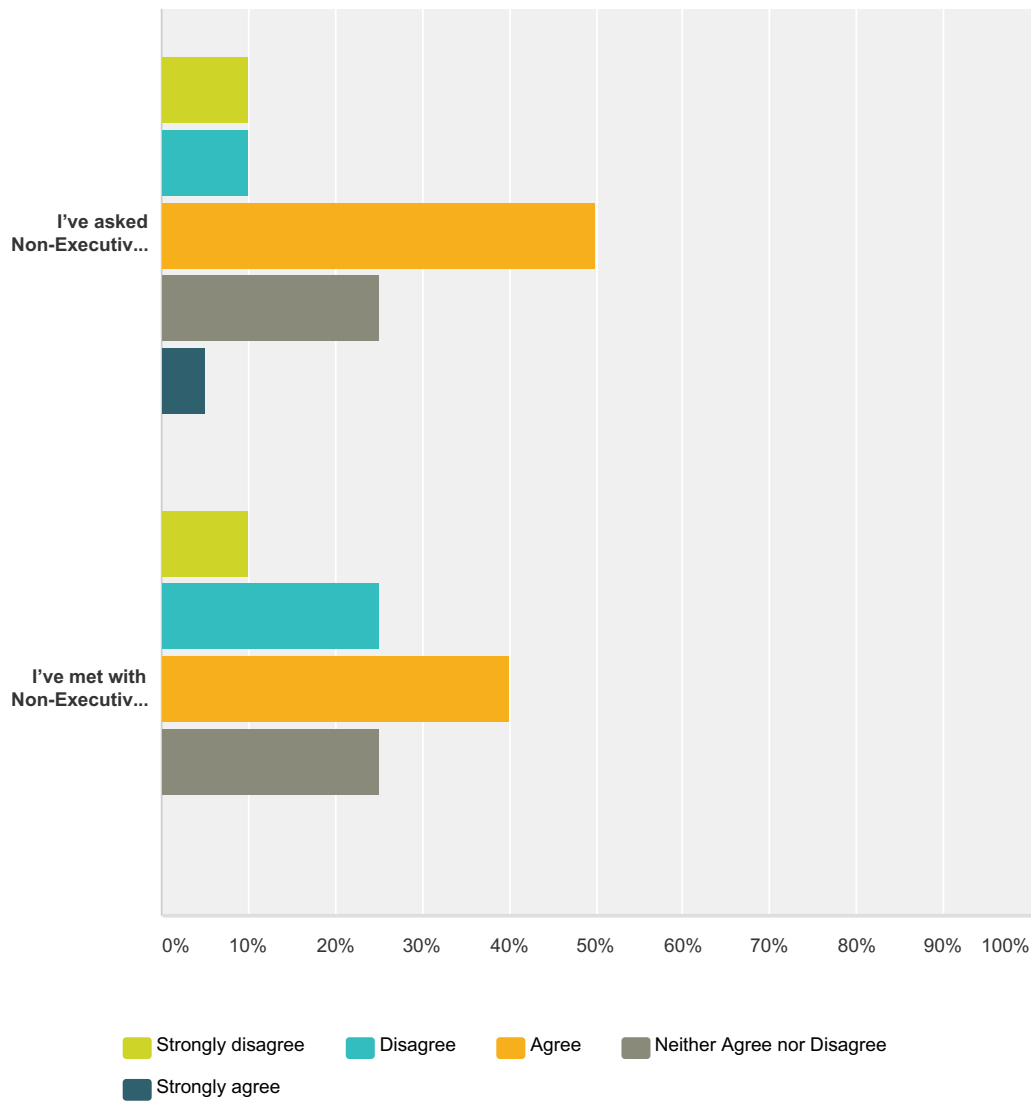
	Never/Not Applicable	Once or Twice	More than Twice	Total
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BDCFT Governors Survey 2017

Attending membership events	10.00% 2	45.00% 9	45.00% 9	20
Attending the Annual Members' Meeting	15.00% 3	30.00% 6	55.00% 11	20
Attending local groups or public forums	25.00% 5	25.00% 5	50.00% 10	20
Attending staff meetings/events (Staff Governors only)	60.00% 12	15.00% 3	25.00% 5	20
Meeting regularly with my organisation to feedback regarding my role as a Governor (Appointed Governors only)	45.00% 9	25.00% 5	30.00% 6	20

Q12 Holding Non-Executive Directors to account.

Answered: 20 Skipped: 1



	Strongly disagree	Disagree	Agree	Neither Agree nor Disagree	Strongly agree	Total
I've asked Non-Executive Directors about progress of the Trust's priorities, performance and decisions	10.00% 2	10.00% 2	50.00% 10	25.00% 5	5.00% 1	20
I've met with Non-Executive Directors to share/discuss issues	10.00% 2	25.00% 5	40.00% 8	25.00% 5	0.00% 0	20

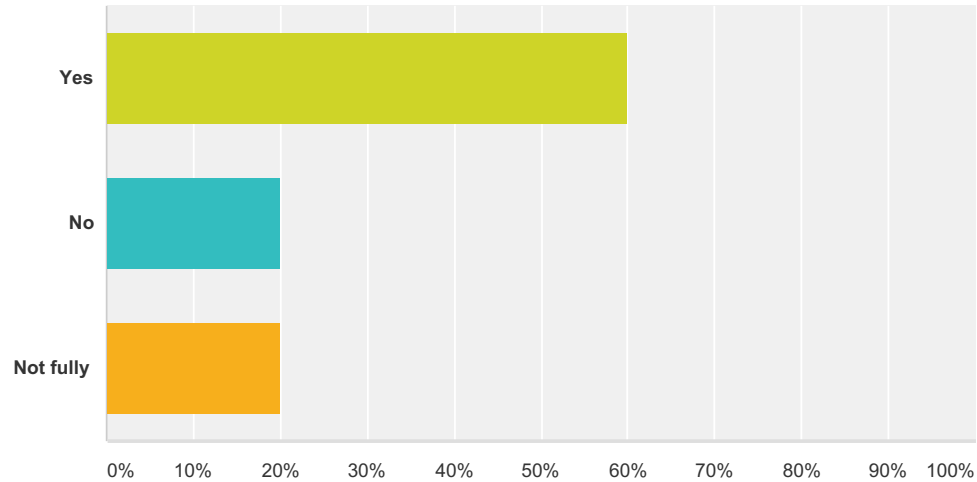
Q13 Are there any other comments you'd like to make about holding to account?

Answered: 5 Skipped: 16

#	Responses	Date
1	The above has been done via attendance of Non exec directors at a CoG meeting or via agenda items/actions	6/11/2017 8:46 PM
2	I have only raised one issue on behalf of the COG. The NED was difficult to get hold of (and required repeated chasing), the agreed action plan and follow up was not achieved and the issue remains in resolved. Please note- I do not have significant concerns about the issues raised but have some concern that the issue was not identified and system to "hold to account" has not seemed very effective.	6/11/2017 7:31 PM
3	Still not sure who does what, where & when? I have been told but I struggle to remember & find the info.	6/8/2017 4:22 PM
4	I have discussed issues with executives on several occasions.	5/24/2017 4:21 PM
5	Bite size training on holding to account was very useful in focussing Governors on their role. Needs to be repeated when a number of new Governors are appointed.	5/11/2017 11:24 AM

Q14 Do you feel you have been able to represent the views of members/public/staff/your stakeholder organisation

Answered: 20 Skipped: 1

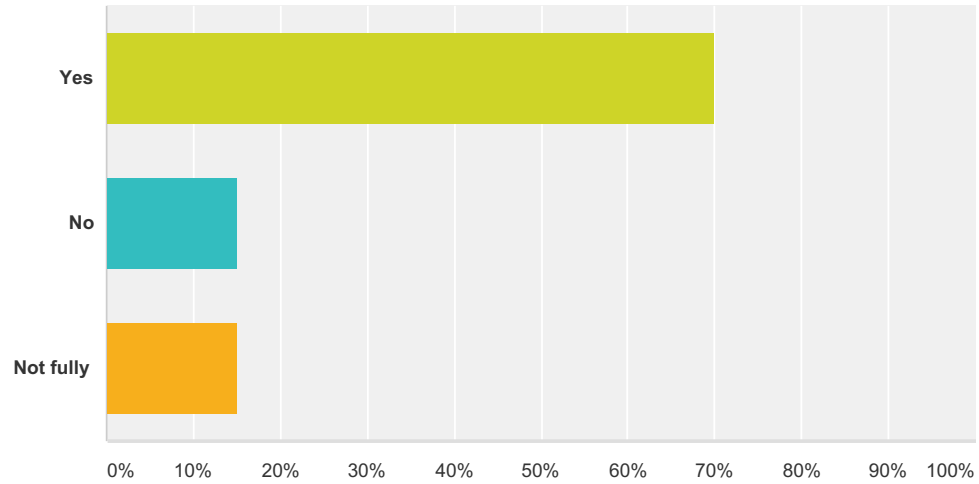


Answer Choices	Responses
Yes	60.00% 12
No	20.00% 4
Not fully	20.00% 4
Total	20

#	Comments	Date
1	Time commitments makes it impossible to engage with the full staff population and engagement of staff with the email address for staff governors has been extremely poorly taken up.	6/11/2017 8:48 PM
2	I don't really have access to membership who have anything they wish to contribute. Unfortunately, I have little to contribute here. Attempts to attend PPG meetings and make links with GP practices have been fruitless.	6/11/2017 7:34 PM
3	Time limitations within my job role does not allow me this opportunity which is a great shame	6/8/2017 3:40 PM
4	My area sometimes makes it difficult to create a good feeling regarding the trust because of the Public past experience.	5/24/2017 4:26 PM

Q15 Have you included the views of members/public/staff/your appointed organisation in the feedback given to the Council of Governors?

Answered: 20 Skipped: 1

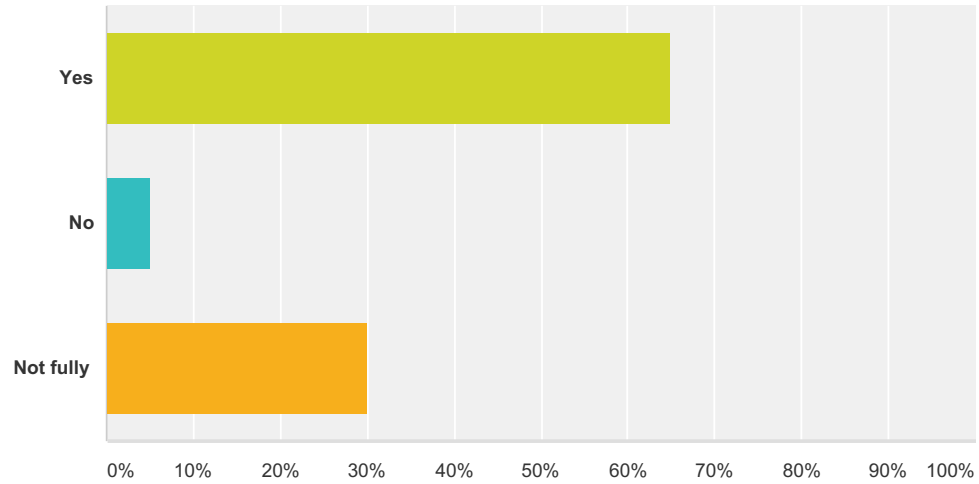


Answer Choices	Responses
Yes	70.00% 14
No	15.00% 3
Not fully	15.00% 3
Total	20

#	Comments	Date
1	None to raise	6/11/2017 7:34 PM

Q16 Have you fed back to members/public/staff/your stakeholder organisation following Council of Governor meetings?

Answered: 20 Skipped: 1

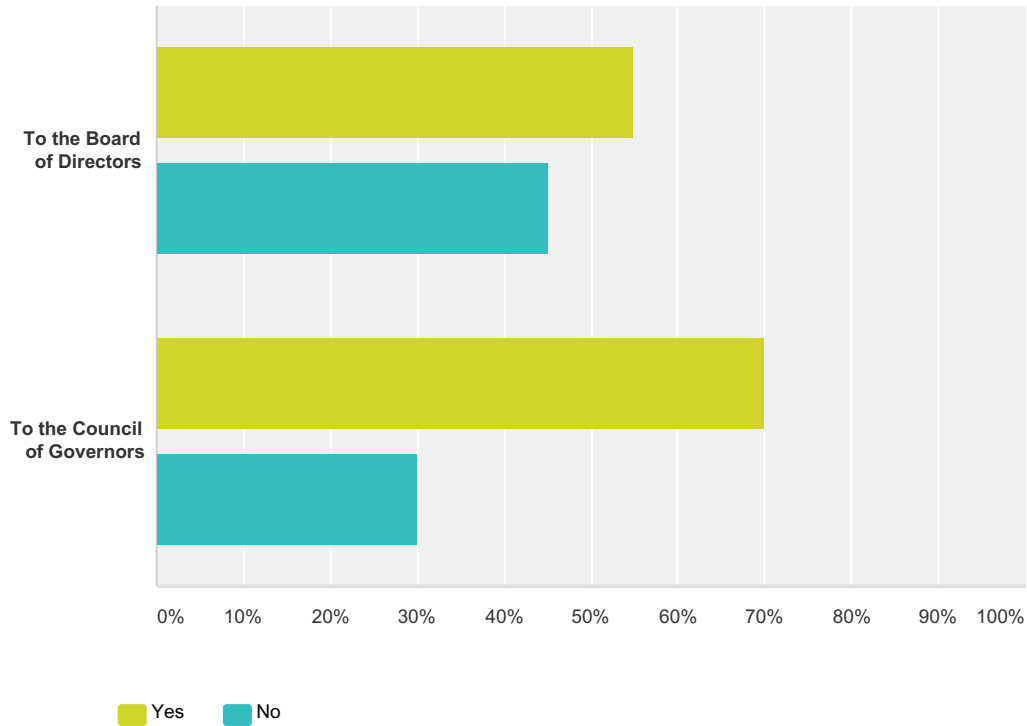


Answer Choices	Responses
Yes	65.00% 13
No	5.00% 1
Not fully	30.00% 6
Total	20

#	Comments	Date
1	No access	6/11/2017 7:34 PM
2	Some info discussed is confidential so I have to gently summarise without speaking intimately.	6/8/2017 4:24 PM
3	Comments to North Yorkshire area meetings	5/24/2017 4:26 PM

Q17 Do you feel you have been able to adequately represent the views of the members/staff/public/appointing organisation:

Answered: 20 Skipped: 1

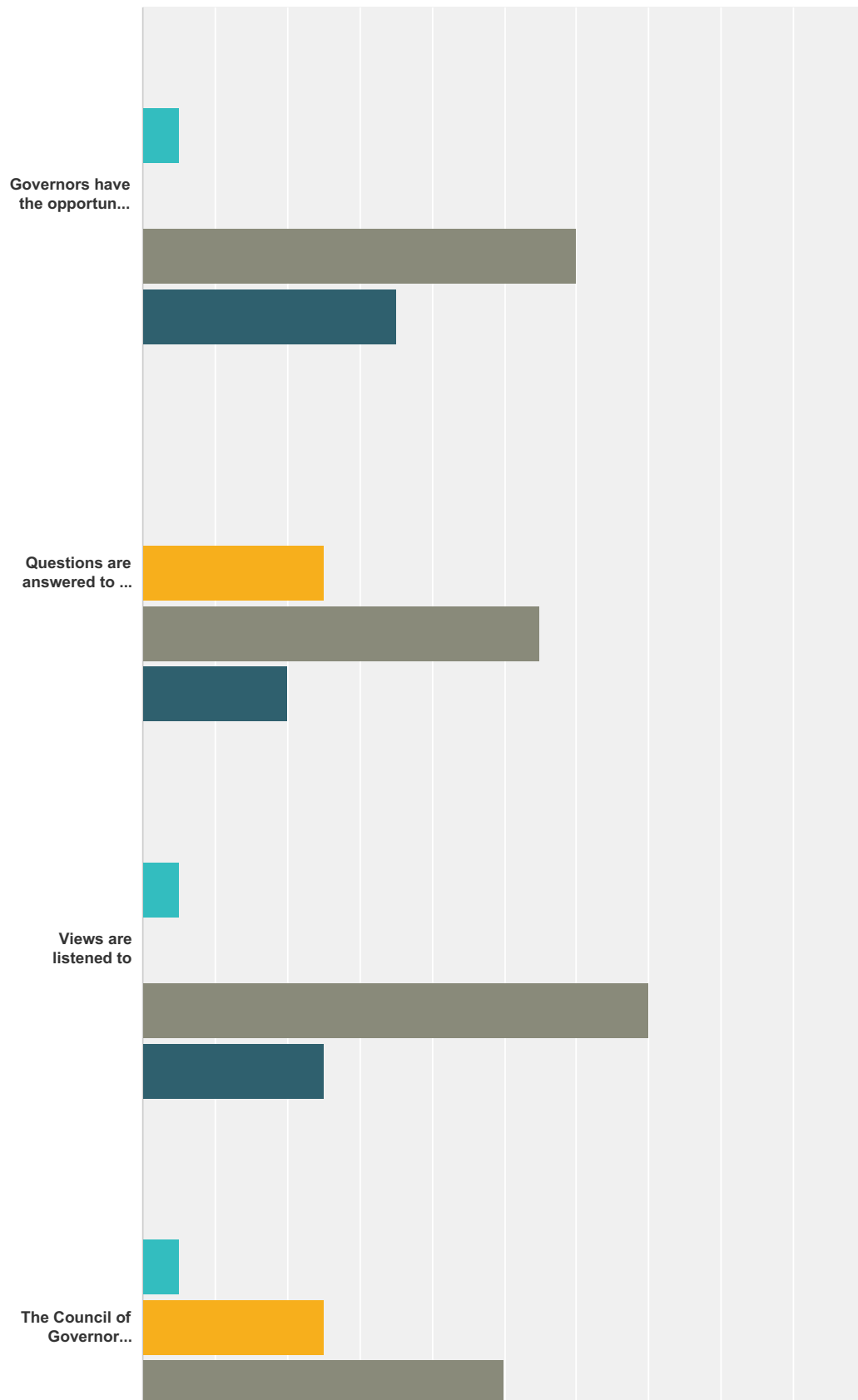


	Yes	No	Total
To the Board of Directors	55.00% 11	45.00% 9	20
To the Council of Governors	70.00% 14	30.00% 6	20

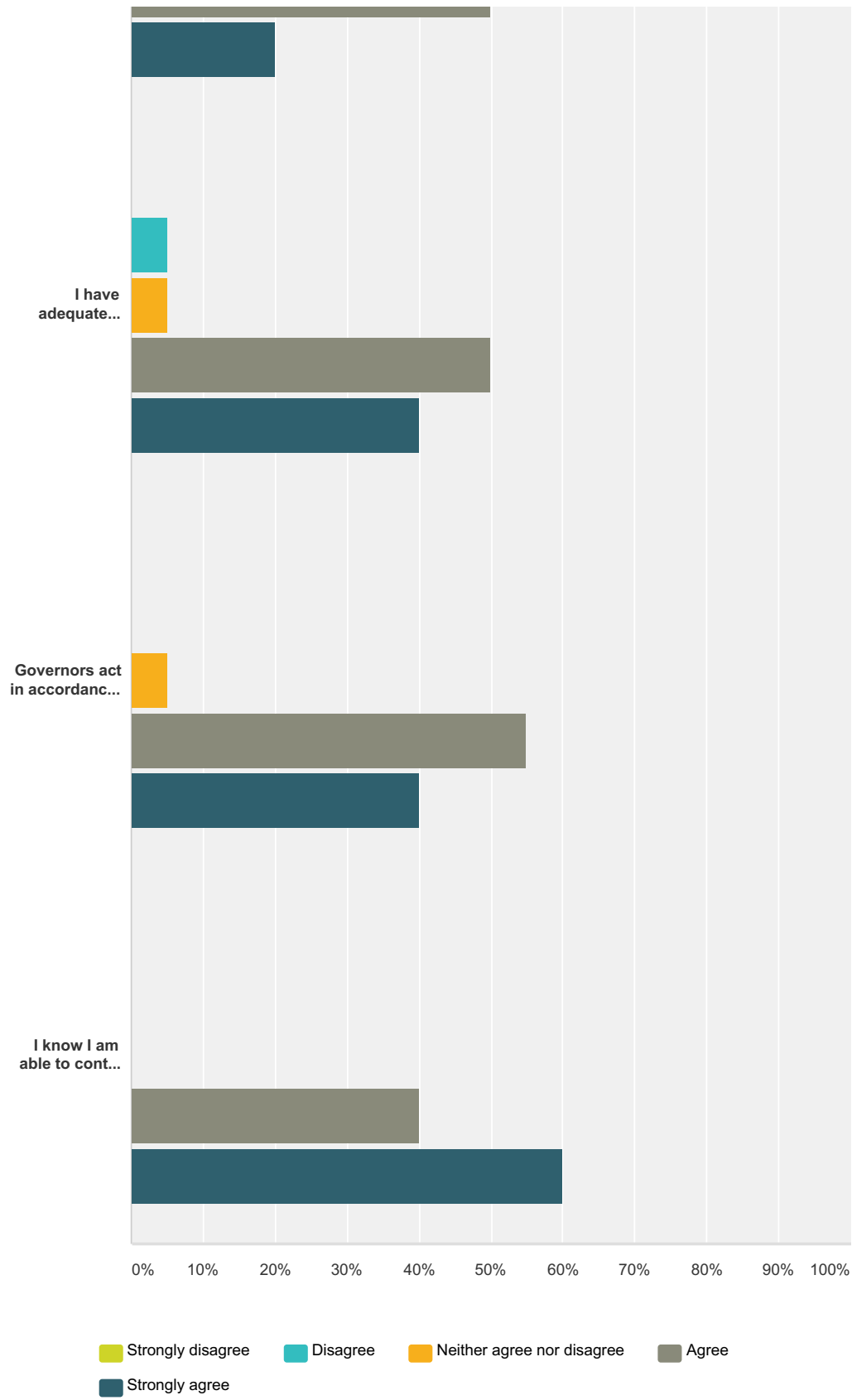
#	If no, please state why	Date
1	I can represent items when presented/shared with me by staff but I could not say that I bring the full understanding of staff opinion to the table	6/11/2017 8:48 PM
2	Limited access to membership- this is an issue due to me as an individual, no reflection on BDCFT	6/11/2017 7:34 PM
3	Limited time at meetings and governors cannot contribute at board meeting	6/8/2017 8:35 PM
4	I have the opportunity, but I think people just don't want to come forward with issues.	5/30/2017 1:53 PM
5	Unclear about the protocol	5/24/2017 9:33 PM
6	I feel that the Board of Directors adequately feeds bck via the Council of Governors. However, I do plan to attend at least one Board Meeting in the near future, dependant upon a lack of other engagements.	5/15/2017 5:01 PM

Q18 Please answer the following questions about the Council of Governor meetings

Answered: 20 Skipped: 1



BDCFT Governors Survey 2017



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total

BDCFT Governors Survey 2017

Governors have the opportunity to ask questions	0.00% 0	5.00% 1	0.00% 0	60.00% 12	35.00% 7	20
Questions are answered to my satisfaction	0.00% 0	0.00% 0	25.00% 5	55.00% 11	20.00% 4	20
Views are listened to	0.00% 0	5.00% 1	0.00% 0	70.00% 14	25.00% 5	20
The Council of Governor meetings are effective	0.00% 0	5.00% 1	25.00% 5	50.00% 10	20.00% 4	20
I have adequate information before each meeting	0.00% 0	5.00% 1	5.00% 1	50.00% 10	40.00% 8	20
Governors act in accordance with the Trust's Code of Conduct	0.00% 0	0.00% 0	5.00% 1	55.00% 11	40.00% 8	20
I know I am able to contact the Chair, Trust Secretary or Deputy Trust Secretary ahead of Council of Governor meetings if I have any queries about the meeting papers	0.00% 0	0.00% 0	0.00% 0	40.00% 8	60.00% 12	20

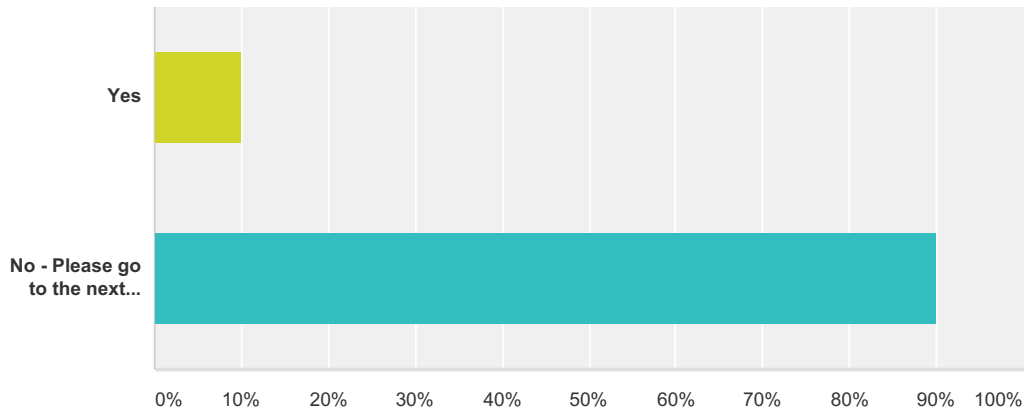
Q19 Do you have any other comments about the Council of Governor meetings?

Answered: 4 Skipped: 17

#	Responses	Date
1	A very packed agenda sometimes means the agenda items are rushed and limited scope for questions or exploring if governors feel there is an item of interest? A bit more "space" needed	6/19/2017 12:31 PM
2	I think some of the presentations have been very good. However, when were presented with information about the Annual plan I found it frustrating that we then spent time in small groups asking random questions to find out more about individual services. I think we should asking questions to reassure ourselves that the annual plan is appropriate given the current challenges and opportunities and consistent with the instructions being given by "thw centre". I still struggle to see the link between all the (useful) information that we are given about the external pressures and the specifix operational and strategic decisions made.	6/11/2017 7:43 PM
3	No usually well organised and a good feeling is always there that we are in this together. Whatever problems we will be prepared to listen where possible make improvements.	5/24/2017 4:29 PM
4	Timings could be improved - individual Agenda items have a habit of over-running.	5/15/2017 5:03 PM

Q20 Are you a member of the Remuneration Committee?

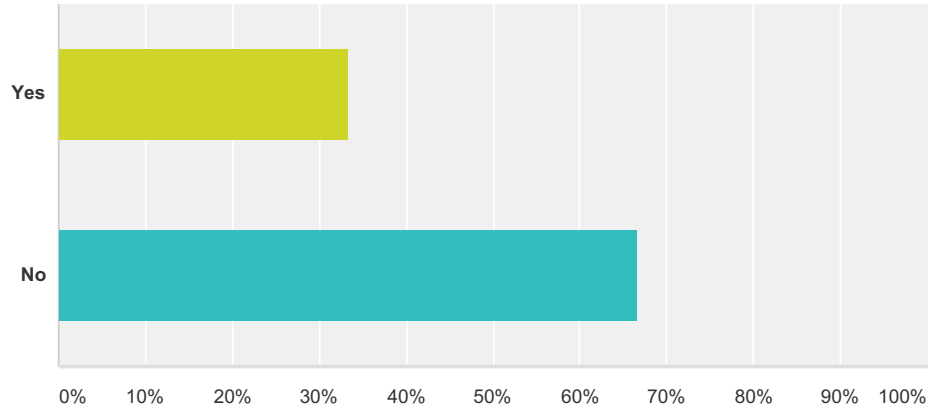
Answered: 20 Skipped: 1



Answer Choices	Responses	Count
Yes	10.00%	2
No - Please go to the next page (question 23)	90.00%	18
Total		20

Q21 Do you feel you have been able to contribute to the work of the Remuneration Committee?

Answered: 6 Skipped: 15



Answer Choices	Responses	
Yes	33.33%	2
No	66.67%	4
Total		6

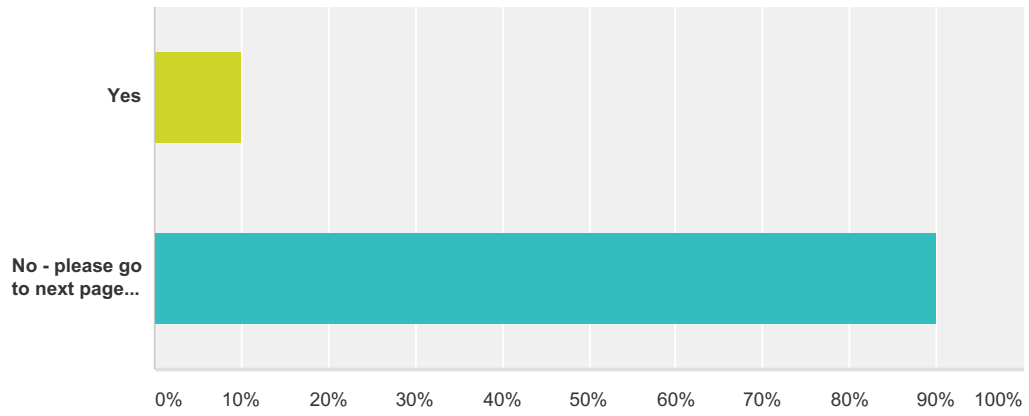
Q22 Do you have any ideas about how your effectiveness and participation could be improved?

Answered: 1 Skipped: 20

#	Responses	Date
1	Unfortunately due to work I am unable to attend meetings during the day but is able to contribute electronically where possible. Again this can sometime be delayed due to other commitments.	5/28/2017 11:39 AM

Q23 Are you a member of the Nominations Committee?

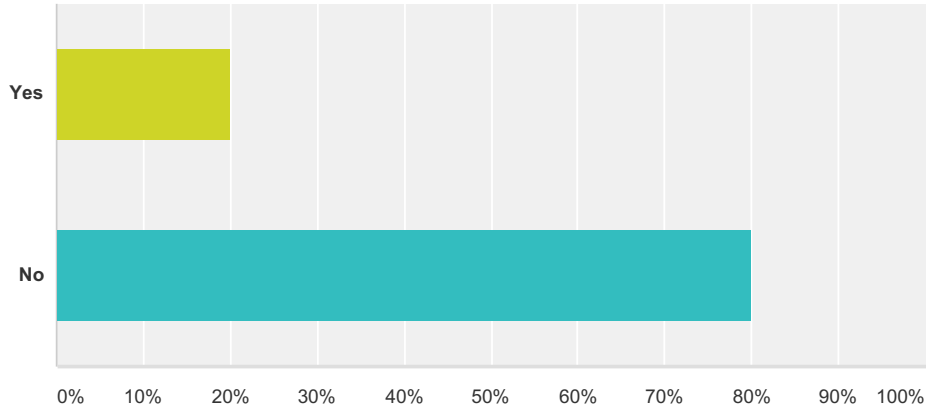
Answered: 20 Skipped: 1



Answer Choices	Responses	
Yes	10.00%	2
No - please go to next page (question 26)	90.00%	18
Total		20

Q24 Do you feel you have been able to contribute to the work of the Nominations Committee?

Answered: 5 Skipped: 16



Answer Choices	Responses
Yes	20.00% 1
No	80.00% 4
Total	5

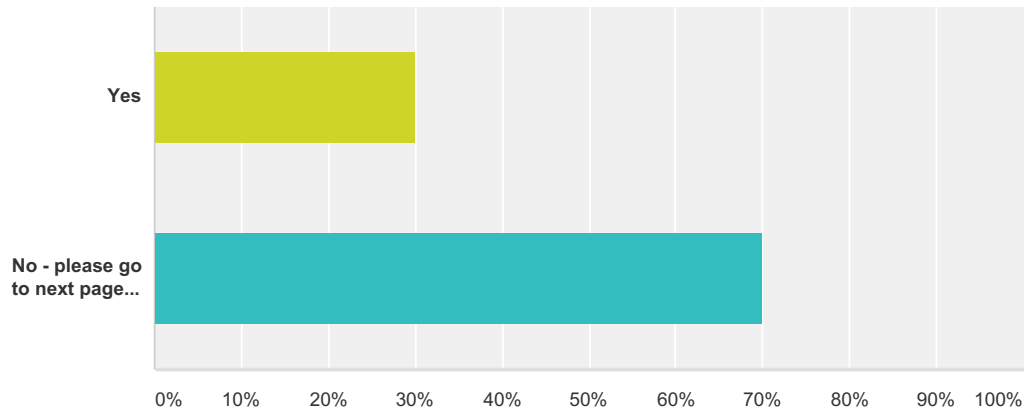
Q25 Do you have any ideas about how your effectiveness and participation could be improved?

Answered: 2 Skipped: 19

#	Responses	Date
1	only just joined	5/15/2017 10:44 AM
2	I feel fully involved.	5/11/2017 11:24 AM

Q26 Are you a member of the Membership Development Committee?

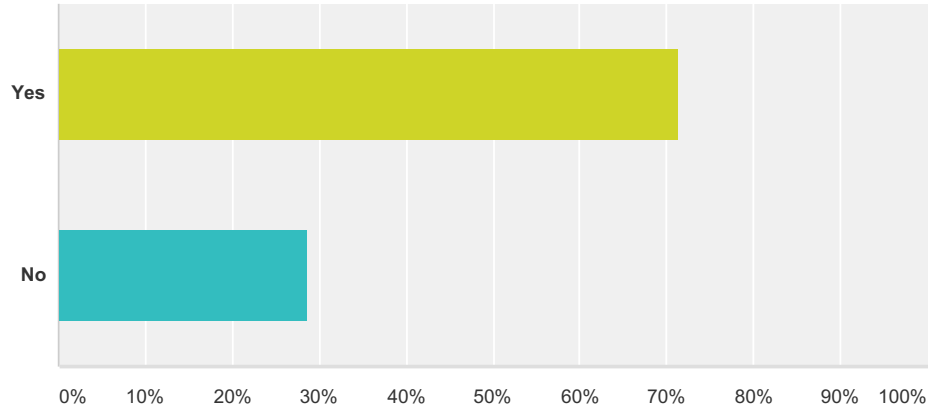
Answered: 20 Skipped: 1



Answer Choices	Responses	
Yes	30.00%	6
No - please go to next page (question 29)	70.00%	14
Total		20

Q27 Do you feel you have been able to contribute to the work of the Membership Development Committee?

Answered: 7 Skipped: 14



Answer Choices	Responses	
Yes	71.43%	5
No	28.57%	2
Total		7

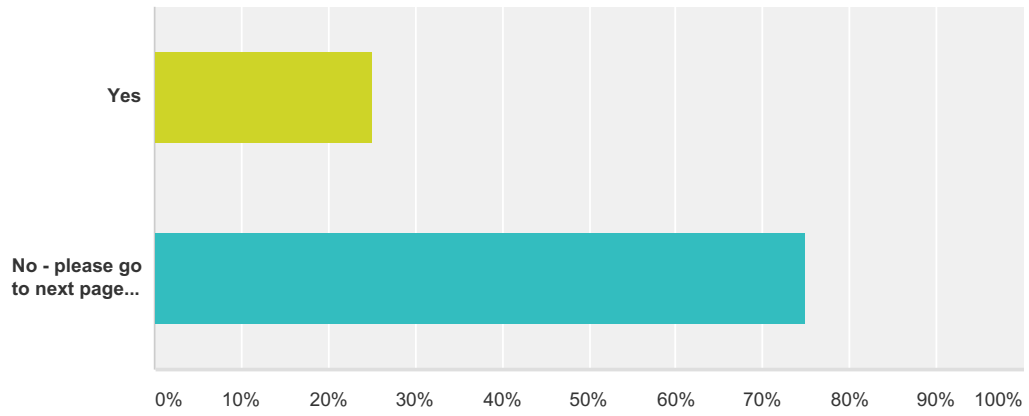
Q28 Do you have any ideas about how your effectiveness and participation could be improved?

Answered: 3 Skipped: 18

#	Responses	Date
1	spending more time networking with committee members	6/12/2017 9:18 AM
2	Yes they have been shared.	6/8/2017 4:25 PM
3	I feel that, as Governors, we could do more to engage with existing members and Members of the Public. The "Meet Your Governors" event prior to the Annual Members' Meeting is a good start, but I feel that we need more stand-alone events like these - possibly connected with the Board Meetings.	5/15/2017 5:07 PM

Q29 Are you a member of the Quality Account Task and Finish Group?

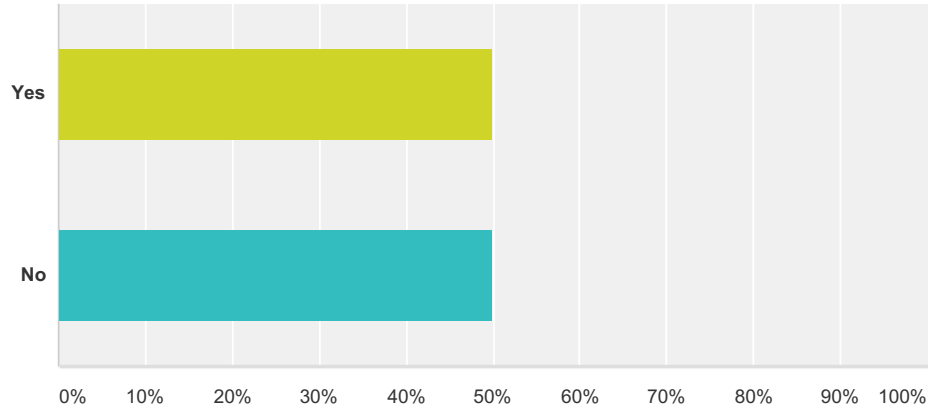
Answered: 20 Skipped: 1



Answer Choices	Responses	
Yes	25.00%	5
No - please go to next page (question 32)	75.00%	15
Total		20

Q30 Do you feel you have been able to contribute to the work of the Quality Account Task and Finish Group?

Answered: 8 Skipped: 13



Answer Choices	Responses
Yes	50.00% 4
No	50.00% 4
Total	8

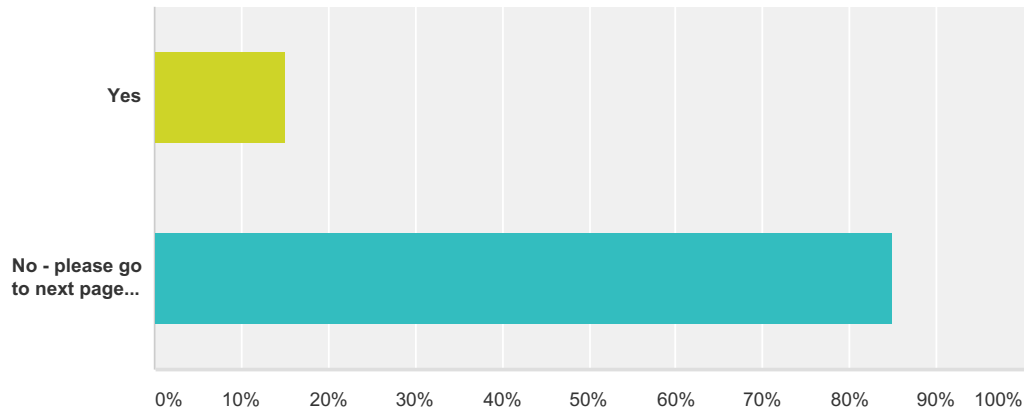
Q31 Do you have any ideas about how your effectiveness and participation could be improved?

Answered: 1 Skipped: 20

#	Responses	Date
1	This is of no reflection to the group as I have not had time to attend these meetings	6/8/2017 3:42 PM

Q32 Are you a member of the 15 Steps Quality Challenge Visits?

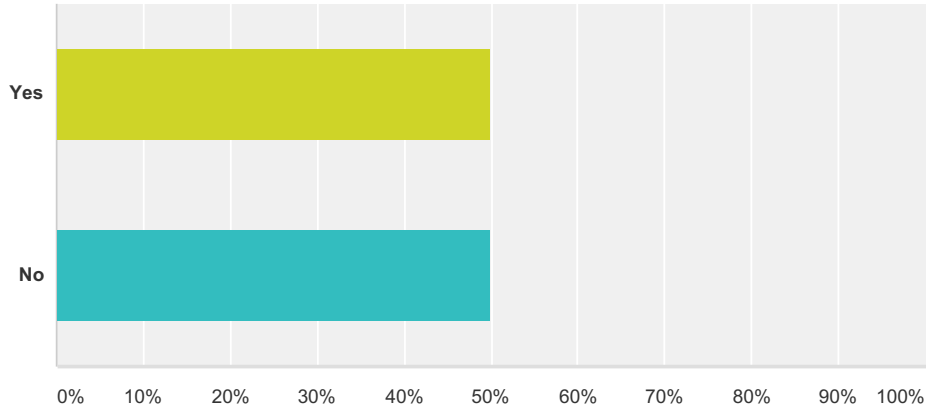
Answered: 20 Skipped: 1



Answer Choices	Responses	
Yes	15.00%	3
No - please go to next page (question 35)	85.00%	17
Total		20

Q33 Do you feel you have been able to contribute to the work of the 15 Steps Quality Challenge Visits?

Answered: 6 Skipped: 15



Answer Choices	Responses
Yes	50.00% 3
No	50.00% 3
Total	6

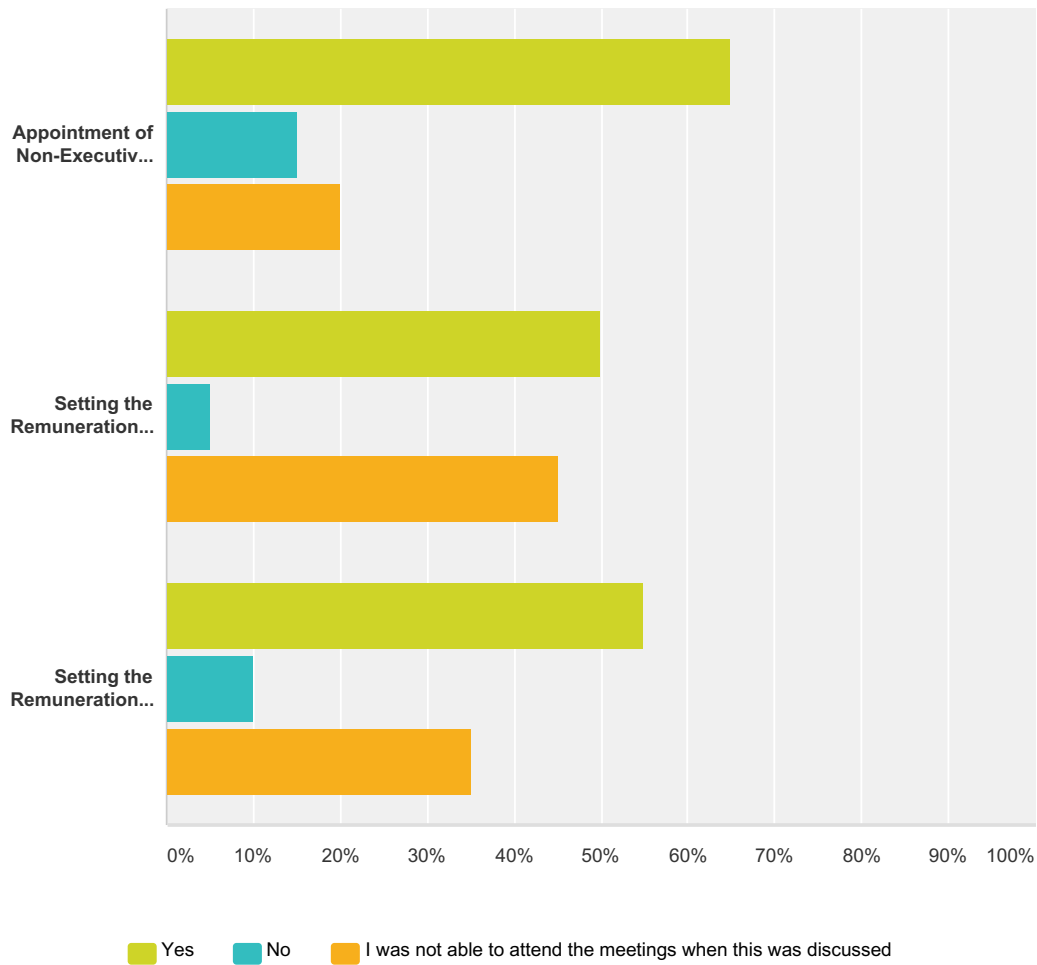
Q34 Do you have any ideas about how your effectiveness and participation could be improved?

Answered: 1 Skipped: 20

#	Responses	Date
1	I haven't done one yet, so difficult to comment	6/19/2017 12:32 PM

Q35 Have you had sufficient information and an opportunity to ask questions about:

Answered: 20 Skipped: 1

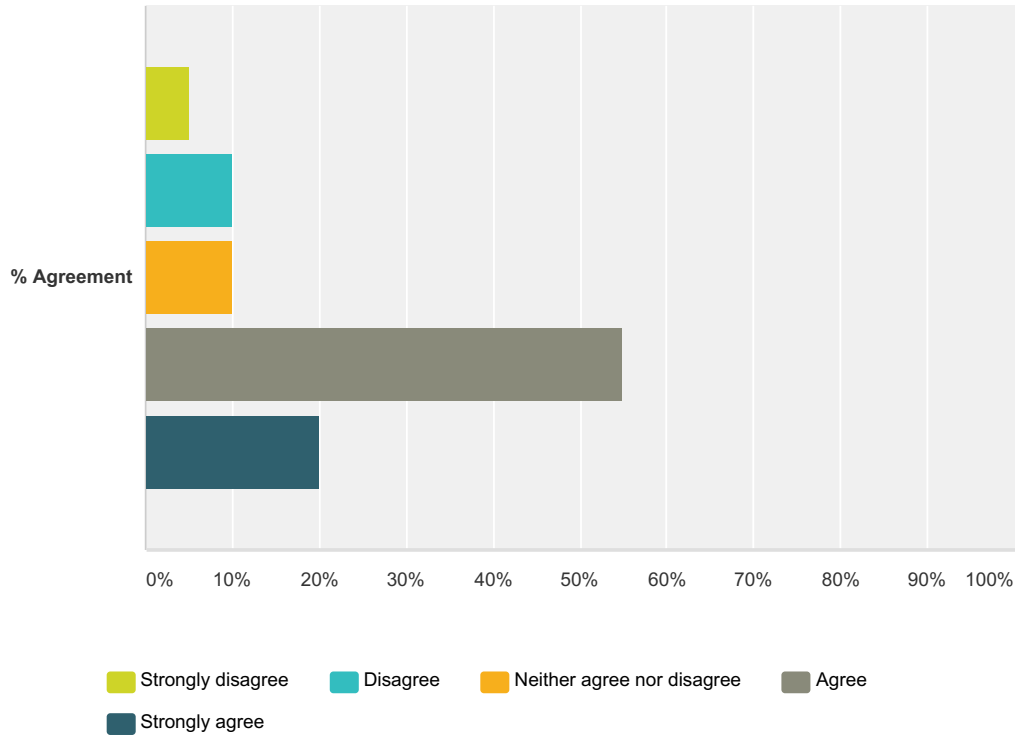


	Yes	No	I was not able to attend the meetings when this was discussed	Total
Appointment of Non-Executive Directors	65.00% 13	15.00% 3	20.00% 4	20
Setting the Remuneration of the Non-Executive Directors	50.00% 10	5.00% 1	45.00% 9	20
Setting the Remuneration of the Chair	55.00% 11	10.00% 2	35.00% 7	20

#	Further comments	Date
	There are no responses.	

Q36 The Council of Governors is given opportunities to influence the Trust's strategy and plans

Answered: 20 Skipped: 1



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total	Weighted Average
% Agreement	5.00%	10.00%	10.00%	55.00%	20.00%	20	0.00
	1	2	2	11	4		

Q37 Comments

Answered: 1 Skipped: 20

#	Responses	Date
1	Its difficult for a group of governors to have strategic influence on something as complicated and fulsome as a Trust strategy (alongside the demands of the NHS business planning process that are required to be met) I'm not sure that this is what the COG role is? I see COG more as a participation and voice of the membership/sense check/governance group. This group may indirectly have an effect on the operational management team required to build the plans, but this is probably the most you can expect?	6/19/2017 12:37 PM

Q38 Do you have any ideas that you have not already mentioned in this survey which would contribute to the effectiveness of the Council of Governors?

Answered: 5 Skipped: 16

#	Responses	Date
1	perhaps more governors who are retired from paid employment	6/12/2017 9:21 AM
2	1) Decrease size of COG 2) Establish structure and system to hold to account and raise issues 3) Continue to embed system to hold NEDs to account on issues raises by operational report etc 4) Establish system to hold Executive and NED to account on strategic / operational issues in the context of external challenges and opportunities	6/11/2017 7:47 PM
3	Some consideration of how the skills of the appointed Governors could be used would be useful	6/8/2017 8:05 PM
4	On Line Promotion of the CoG's Admin Support at Meetings - clarification of actions - actions and discussion can sometimes be misunderstood. COG - lead or manager Time out of paid role within the organisation.	5/30/2017 1:58 PM
5	Buddy system for new Governors available if needed	5/11/2017 11:27 AM