

**Board of Directors Meeting in Public**  
**On Thursday 14 July 2022 at 9:00am**  
**Virtual meeting held on Microsoft Teams**

|                       |                      |   |
|-----------------------|----------------------|---|
| <b>Present:</b>       | Carole Panteli       | Non-Executive Director (Interim Deputy Chair of the Board)  |
|                       | Alyson McGregor, MBE | Non-Executive Director  |
|                       | Dr David Sims        | Medical Director  |
|                       | Gilbert George       | Interim Director of Corporate Affairs   |
|                       | Iain MacBeath        | Director of Integration   |
|                       | Mark Rawcliffe       | Non-Executive Director  |
|                       | Maz Ahmed            | Non-Executive Director (for agenda items 1-10)  |
|                       | Michelle Holland     | Deputy Director of Human Resources and Organisational Development (deputising for the Chief People Officer) |
|                       | Mike Woodhead        | Director of Finance, Contracting and Estates  |
|                       | Phil Hubbard         | Director of Nursing, Professions & Care Standards and Deputy Chief Executive                                |
|                       | Simon Lewis          | Non-Executive Director  |
|                       | Tafadzwa Mugwagwa    | Interim Chief Operating Officer (for agenda items 1-6 and 8)  |
|                       | Therese Patten       | Chief Executive   |
|                       | Tim Rycroft          | Chief Information Officer   |
| <b>In Attendance:</b> | Ava Green            | Assistant Director for Autistic Children's Services (for agenda item 9.1)                                   |
|                       | Chris Dixon          | Head of Nursing for Mental Health (for agenda items 3 and 15)   |
|                       | Dr Linda Patterson   | Trust Chair (observing)   |
|                       | Helen Robinson       | Corporate Governance Manager and Deputy Trust Secretary (Committee Secretariat)                             |
|                       | Rebecca Wixey        | Freedom to Speak Up Guardian (for agenda item 16)   |
| <b>Observers:</b>     | Dr Bev Fearnley      | Deputy Director of Patient Safety, Compliance & Risk; TWICS Programme Director                              |
|                       | Jeanette Homer       | Staffside Representative  |

## MINUTES

| Item        | Discussion  | Action |
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| <b>1763</b> | <p><b>Welcome and Apologies for Absence</b> (agenda item 1)</p> <p>The Interim Deputy Chair, Carole Panteli, opened the virtual meeting via Microsoft Teams at 9.00am. Apologies for absence had been received from Andrew Chang (Non-Executive Director), and Bob Champion (Chief People Officer). It was noted that Maz Ahmed would be leaving the meeting early due to a diary conflict.</p> <p>Ms Panteli welcomed the Trust Chair, the Interim Director of Corporate Affairs and the Deputy Director of Human Resources and Organisational Development to their first Board meeting.</p> <p>The Board of Directors was quorate.</p>  |        |
| <b>1764</b> | <p><b>Declarations of Interest</b> (agenda item 2)</p> <p>No declarations of interest were made for this meeting.</p>   |        |
| <b>1765</b> | <p><b>Positive and Proactive Update</b> (agenda item 3)</p> <p>The Head of Nursing for Mental Health provided a verbal update on the Positive and Proactive Steering Group (PPSG) and the range of measures in place to prioritise the reduction in the need for, and the application of restrictive interventions and support the safe, therapeutic support of service users in the Trust's services.</p> <p>Mr Dixon highlighted the following points:</p> <ul style="list-style-type: none"> <li>• There had been a 70% reduction in interventions from the peak of summer 2020</li> <li>• BDCFT 2021/22 figures for Prevention Management of Violence &amp; Aggression (PMVA) were the lowest in the West Yorkshire ICS</li> <li>• High level restraints accounted for 38% of interventions with the majority lower level interventions.</li> </ul> <p>In response to a question about how long full restriction lasted, Mr Dixon confirmed that as soon as full physical interventions were implemented, staff worked to reduce the intervention as quickly as possible with engagement with the service user.</p> |        |

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|             | <p>The Chief Operating Officer suggested that demographic data be used to identify if there was a link to health inequalities in terms of the use of restraint amongst service users.</p> <p>The Chief Executive thanked Mr Dixon for the update.</p> <p>The Medical Director highlighted how important the service user input into the Mental Health Legislation Committee was in terms of co-producing and overseeing the actions with the PPSG.</p> <p>It was agreed that an update would be brought back to the Public Board in six months' time.</p> <p><b>The Board noted update, and expressed thanks for the work undertaken to date.</b></p>  |        |
| <b>1766</b> | <p><b>Questions Received</b> (agenda item 4)</p> <p>No questions for the Board had been received since the last Board meeting.</p>   |        |
| <b>1767</b> | <p><b>Minutes of the previous private Board meeting held on 12 May 2022</b> (agenda item 5)</p> <p>The minutes of the private Board of Directors' meeting held on 12 May 2022 were agreed as a true and accurate record.</p>   |        |
| <b>1768</b> | <p><b>Matters Arising</b> (agenda item 6)</p> <p>The Director of Nursing, Professions &amp; Care Standards and Deputy Chief Executive informed the Board that the Local Authority were being inspected by Ofsted on 27 and 28 July 2022, with the focus on leaving care. The Trust's Looked After Children's teams were working closely with the Local Authority to provide the requested information prior to the visit.</p>  |        |
| <b>1769</b> | <p><b>Action Log</b> (agenda item 7)</p> <p>The Interim Director of Corporate Affairs updated the Board on the action log. In relation to Action 12/05/22-1, Hybrid meetings, the Chief Information Officer informed the Board that the requirement for hybrid room configurations would be embedded as part of the Smarter Working programme. A level of technology was present in New Mill but this needed to be stress tested in terms of the various scenarios possible. It was noted that it remained important to enable staff to work in the manner that suited them, as that reinforced the Trust value of making it the best place to work. It was agreed that a Committee meeting in the Autumn would be used as a test for hybrid meetings.</p> <p>For action 12/05/22-3, the 10% target aligned to the West Yorkshire Suicide Prevention Strategy, the Medical Director confirmed that that was a national</p> |        |

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|             | <p>target. At West Yorkshire ICS and Place level there was an ambition to go further than the 10% reduction over a five year period, and this had been captured in the Suicide Prevention Annual Report. It was agreed that this action could be closed.</p> <p><b>The Board noted the contents of the action log and agreed to close the actions that had been listed as completed.</b></p>   |        |
| <b>1770</b> | <p><b>Chair's Report</b> (agenda item 8)</p> <p>Mrs Panteli presented her Chair's report, which covered a variety of topics including:</p> <ul style="list-style-type: none"> <li>• The Health and Social Care Bill had come into statute on 1 July 2022 and enabled the legal establishment of the West Yorkshire ICS.</li> <li>• The Bradford &amp; Craven (BD&amp;C) Integrated Care Partnership Board had met for the first time as a statutory body on 12 July 2022.</li> <li>• The National Independent Inquiry into Child Safeguarding had been published and a webinar held for senior leaders across Bradford District &amp; Craven to meet report authors.</li> <li>• The formal appointment of Dr Linda Patterson as Trust Chair from 1 July 2022.</li> <li>• Four new public Governors had been appointed following a round of elections.</li> <li>• The BD&amp;C partnership had successfully appointed Elaine Applebee as Independent Chair from 1 July 2022.</li> </ul> <p><b>The Board noted the report.</b></p> |        |
| <b>1771</b> | <p><b>Chief Executive's Report</b> (agenda item 9)</p> <p>The Chief Executive presented a brief paper to provide an overview of significant issues that had occurred during the month for Board to note and discuss, including the following:</p> <ul style="list-style-type: none"> <li>• The Trust had achieved its annual compliance against the 2021/22 Data Security and Protection Toolkit with a rating of 'standards exceeded' for the second year running.</li> <li>• Thanks to the Trust's Charity team for the excellent events organised throughout the year.</li> </ul> <p>The Board then watched a video outlining the role of the West Yorkshire Health and Care Partnership and the five Place partnerships and collaboratives.</p>  |        |

| Item               | Discussion  | Action                       |
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|                    | <p>In response to a question Ms Patten stated that there was not yet clarity on which CCG functions sat at Place and which had moved to the ICS, and further detail on this would be brought back to Board in a future report.</p> <p>Ms McGregor, Non-Executive Director stated that there was a risk during the process of transition of focussing on core duties rather than considering how things could be done differently.</p> <p>The Interim Director of Corporate Affairs highlighted a proposal being considered by many NHS Trusts of establishing a Committee for a 12-month period in order to support the work of the ICB. <b>It was agreed that a meeting would be arranged for the Chair, Chief Executive and the Interim Director of Corporate Affairs to discuss the possibility of such a Committee.</b> Mr George also suggested that the biggest risk was moving from a competitive to a collaborative model of working, and felt that this required a change in culture and would take time.</p> <p>Some further challenges were anticipated to be working collaboratively as funding got tighter, and the bedding in of the new governance structures.</p> <p><b>COVID-19 Update</b></p> <p>The Director of Nursing, Professions &amp; Care Standards provided a verbal update on the Trust's response to the pandemic which included the following information:</p> <ul style="list-style-type: none"> <li>• Cases were continuing to rise locally, with one outbreak currently within inpatient wards.</li> <li>• The Trust had reverted to mask wearing in clinical and non-clinical areas.</li> <li>• Silver command had been stepped back up to twice a week.</li> <li>• A discussion would be held in Private Board regarding national and local changes to the management of COVID-19 related absence.</li> <li>• Planning was underway for an Autumn booster campaign, further details would be brought back to Public Board.</li> </ul> <p><b>The Board noted the Chief Executive's report, including the update on the Trust's response to COVID-19.</b></p> | <p><b>Gilbert George</b></p> |
| <p><b>1772</b></p> | <p><b>Born in Bradford Autism Update</b> (agenda item 9.1)</p> <p>Ms Patten introduced this item, which had arisen from the Inequality to Opportunity document.</p> <p>The Assistant Director for Autistic Children's Services shared a presentation regarding DATA 1, Digitally Acting Together As One for Neurodivergent</p>  |                              |

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|             | <p>Children. Ms Green outlined the challenge and the vision for a needs-driven system, enabling neurodiverse children to thrive alongside their peers.</p> <p>The presentation led on to a lengthy discussion, with the following points made:</p> <ul style="list-style-type: none"> <li>• The Director of Finance, Contracting and Estates offered to work with Ms Green on carrying out a cost benefit analysis</li> <li>• Learning was being taking from other places in the country doing similar work, such as in Bristol</li> <li>• It was likely that this would grow organically once professionals were pulled together</li> <li>• It was good to see data being used for real-life benefits, and the Chief Information Officer offered his support in terms of Information Governance and data sharing.</li> <li>• Workforce modelling could potentially become more proactive and predictive based on resources needed, and Mr Rawcliffe offered to share his experiences of workforce modelling outside the meeting.</li> <li>• GDPR legislation was being reviewed, including the issue of public sector bodies sharing their information.</li> </ul> <p>Ms Patten thanked Ms Green for giving a clear explanation of the work that could be done together. Ms Green would be attending the Wellbeing Board development session in October 2022 to share the work more widely.</p> <p><b>The Board noted the update.</b></p> |        |
| <b>1773</b> | <p><b>Board Assurance Framework (BAF) &amp; Supporting Organisational Risk Register (ORR)</b> (agenda item 10)</p> <p>The Director of Nursing, Professions and Care Standards presented a paper which provided an overview of changes and updates to the new 2022/23 strategic objectives (SO) and associated risks currently held on the Board Assurance Framework (BAF). Mrs Hubbard advised that the BAF would be fully populated by the end of July 2022.</p> <p>Strategic Objective 4 had been aligned to the Trust Board for oversight: “Collaborating to drive innovation and transformation, enabling us to deliver against local and national ambitions”.</p> <p>It was the responsibility of the Lead Executive for each Committee to present the progress towards achievement of each SO to the relevant Committee, and therefore going forwards SO4 would be presented in the Private Board meeting by the Director of Integration and Transformation.</p> <p>The Board would be holding a Board Development session on risk appetite in October 2022.</p>   |        |

| Item               | Discussion   | Action                                       |
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|                    | <p>It was acknowledged that the new SO relating to the Digital Strategy would be monitored through the Finance, Business and Investment Committee.</p> <p>In terms of the Organisational Risk Register it was noted that there were a number of areas experiencing high acuity and demand. Following a comment by Ms Panteli, it was agreed that <b>the summary of the risk title for risks over 15 would be reviewed in order to be more informative for Public Board.</b></p> <p><b>The Board of Directors:</b></p> <ul style="list-style-type: none"> <li>• <b>Noted the progress made in populating the new Strategic Objectives</b></li> <li>• <b>Noted the mitigations and controls in place to manage the risks associated with the Strategic Objectives described within the BAF; and</b></li> <li>• <b>Supported the work to further develop the Strategic Objectives during in 2022/23.</b></li> </ul> | <p><b>Phil Hubbard/<br/>Bev Fearnley</b></p> |
| <p><b>1774</b></p> | <p><b>Alert, Advise, Assure Report: Mental Health Legislation Committee held on 26 May 2022</b> (agenda item 11)</p> <p>On behalf of the Committee, Mr Lewis presented the AAA report from the meeting held on 26 May 2022. There were no items to escalate.</p> <p>Mr Lewis then highlighted the advisory and assurance points on the report. The Board noted the new risk relating to the return to the no smoking policy, driven by national policy, and the impact on ward atmosphere, behaviour and restrictions. It was confirmed that the policy was being implemented collaboratively with service users, and alternatives such as nicotine replacements and vaping would be readily available.</p> <p><b>The Board noted the update.</b></p>  |  |
| <p><b>1775</b></p> | <p><b>Proposed Changes to Mental Health Legislation Committee Terms of Reference</b> (agenda item 11.1)</p> <p><b>The Board ratified the proposed changes to the Mental Health Legislation Committee Terms of Reference.</b></p>   |  |
| <p><b>1776</b></p> | <p><b>Alert, Advise, Assure Report: Quality and Safety Committees held on 19 May and 16 June 2022</b> (agenda item 12)</p> <p>On behalf of the Committee, Ms McGregor presented the AAA report from the meeting held on 19 May 2022. There were no items to escalate to the Board.</p> <p>For the meeting held on 16 June 2022, the Board's attention was drawn to the items for escalation.</p>   |  |

| Item               | Discussion  | Action |
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|                    | <p>The Director of Nursing, Professions and Care advised that the transition of the Wakefield 0-19 service to the new provider had now commenced.</p> <p><b>The Board noted the updates.</b></p>  |        |
| <p><b>1777</b></p> | <p><b>Ockenden Report – Summary of Quality and Safety Committee Discussion</b> (agenda item 12.1)</p> <p>The Director of Nursing, Professions and Care Standards shared a presentation regarding the Ockenden Report and stated that the findings resonated with those from the Independent Safeguarding Inquiry.</p> <p>The Chief Executive added that the Trust had made significant progress in terms of Freedom to Speak Up but that it couldn't get complacent in this area.</p> <p><b>The Board noted the update.</b></p>   |        |
| <p><b>1778</b></p> | <p><b>Integrated Performance Report</b> (agenda item 13)</p> <p>The Director of Finance, Contracting and Estates presented the report and summarised the areas in which the Trust continued to perform well.</p> <p>The recruitment rate had continued to increase and was now above target.</p> <p>Additional data on the waiting times for Speech and Language Therapy and the Child and Adolescent Mental Health Service had been circulated with the papers.</p> <p>The Chief Operating Officer stated that some services had waits but each had recovery plans in place including risk assessments for all patients and regular reviews.</p> <p>The use of apprentices within the Speech and Language Therapy service was welcomed, and Mrs Hubbard informed the Board that the Trust was working with NHS England and the ICS on ethical international recruitment.</p> <p>Mr Woodhead clarified that the content of the Trust's NHS Oversight Framework dashboard would be updated once technical specifications had been published for the high-level oversight metrics at ICB and Trust level.</p> <p><b>The Board:</b></p> <ul style="list-style-type: none"> <li>• <b>Considered the key points and exceptions highlighted for May 2022 and noted the proposed actions;</b></li> <li>• <b>Considered any further attention via supporting Board Committee structures.</b></li> </ul> |        |



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| <b>1779</b> | <p><b>Alert, Advise, Assure Report: Workforce and Equality Committees held on 28 April and 23 June 2022</b> (agenda item 14)</p> <p>On behalf of the Committee, Mr Rawcliffe presented the AAA reports from the meetings held on 28 April and 23 June 2022. He reported that there were ongoing escalation items around the operational challenges relating to absence, turnover and recruitment. Of most concern had been the turnover rate being the highest since 2020, and in-year turnover still running at 22% in some departments.</p> <p>Mr Rawcliffe advised that the Committee had discussed the Cost of Living Crisis and this would now be a standing item on the Committee's agenda.</p> <p><b>The Board noted the updates.</b></p>  |   |
| <b>1780</b> | <p><b>Safer Staffing Bi-Annual Report</b> (agenda item 15)</p> <p>The Head of Nursing for Mental Health presented the report which updated the Board of the latest position in relation to nurse staffing in line with NHS England (National Quality Board) expectations and those of the Care Quality Commission. The report covered the period November 2021 to May 2022.</p> <p>Mr Dixon highlighted the high labour turnover in the Trust, which was the same as other ICB partners were experiencing.</p> <p>Ms Panteli raised a question regarding the impact of the Model Roster and which Committee had oversight of its implementation. The Deputy Director of Patient Safety, Compliance &amp; Risk; Together We Improve, Create and Sustain Programme Director responded that a Delivery Group had oversight of the metrics, and reported in to the TWICS Programme Board and was then included in the TWICS AAA report to the Finance, Business and Investment Committee. The Workforce and Equality Committee also had sight of the metrics. Ms Patten suggested that <b>consideration be given as to whether the Model Roster should be reported in to the Quality and Safety Committee for additional scrutiny.</b></p> <p><b>The Board:</b></p> <ul style="list-style-type: none"> <li>• Received assurance that the analysis demonstrated current staffing levels were providing the cover needed to deliver safe effective patient care; and</li> <li>• Understood the continued increased levels of acuity within inpatient and community services due to the COVID-19 pandemic</li> </ul> | <p><b>Phil Hubbard/<br/>Bev Fearnley/<br/>Carole Panteli/<br/>Alison McGregor</b></p> |
| <b>1781</b> | <p><b>Freedom to Speak Up (FTSU) Strategy</b> (agenda item 16)</p> <p>The Freedom to Speak Up Guardian provided the Board with the new FTSU Strategy 2022/23 to 2024/25 for ratification.</p>   |   |

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|             | <p>The Board noted the following points:</p> <ul style="list-style-type: none"> <li>- The co-production approach with staff was applauded, and had also been utilised for the Belonging and Inclusion and Digital Strategies.</li> <li>- The final strategy would shortly be circulated to staff, along with thanks to all those who engaged.</li> <li>- Information had been triangulated from various sources such as Staffside, HR and Equality and Diversity, but further consideration would be given to including information from Complaints.</li> <li>- Hotspots identified via the FTSU Guardian were escalated through daily lean management processes.</li> <li>- The Strategy had been developed in line with NHS England requirements.</li> </ul> <p><b>The Board:</b></p> <ul style="list-style-type: none"> <li>• <b>Noted the stakeholder engagement which took place to validate the strategy's objectives; and</b></li> <li>• <b>Approved the strategy.</b></li> </ul> |        |
| <b>1782</b> | <p><b>Alert, Advise, Assure Report: Finance, Business and Investment Committee held on 26 May 2022</b> (agenda item 17)</p> <p>On behalf of the Committee, Mr Rawcliffe presented the AAA report from the meeting held on 26 May 2022. He reported that there were no items to escalate.</p> <p>It was noted that strong assurance had been received regarding the financial position. The Director of Finance, Contracting and Estates confirmed that the £1.8m underspend had been intentional, with retrospective funding applied for and received which then freed up capital for the ICS.</p> <p><b>The Board noted the update.</b></p>   |        |
| <b>1783</b> | <p><b>Proposed Changes to Finance, Business and Investment Committee Terms of Reference</b> (agenda item 17.1)</p> <p>It was noted that a further amendment was required to section 4 of the proposed Terms of Reference, with the frequency being bi-monthly.</p> <p><b>The Board ratified the proposed changes to the Finance, Business and Investment Committee Terms of Reference.</b></p>   |        |
| <b>1784</b> | <p><b>Alert, Advise, Assure Report: Audit Committees held on 5 May, 23 May and 15 June 2022</b> (agenda item 18)</p>   |        |

| Item        | Discussion   | Action |
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|             | <p>On behalf of the Committee, Mr Chang presented the AAA report from the meetings held on 5 May, 23 May and 15 June 2022. He reported that there were no items to escalate.</p> <p><b>The Board noted the update.</b></p>   |        |
| <b>1785</b> | <p><b>Finance Report</b> (agenda item 19)</p> <p>The Director of Finance, Contracting and Estates provided an overview on the financial performance for Month 2, for both the Trust and the ICS.</p> <p>Mr Woodhead highlighted that the financial position was looking favourable with a year to date surplus position of £12k which was £250k better than plan. The forecast for the year was a breakeven position which was as planned.</p> <p>For the ICS the financial position at Month 2 was adverse variance of £5.1m but Month 3 would move to a break-even plan, supported by additional funding received into the ICS to support inflationary costs in the baseline plan.</p> <p>Following a question around the continued breach of agency caps, Mr Woodhead stated that the Trust was not an outlier on this, and it presented more of an internal concern than a regulatory concern.</p> <p><b>The Board:</b></p> <ul style="list-style-type: none"> <li>• <b>Noted the year to date forecast financial position of the Trust and the ICS; and</b></li> <li>• <b>Did not highlight any further assurances required.</b></li> </ul> |        |
| <b>1786</b> | <p><b>Board Sub-Committee Annual Reports</b> (agenda item 20)</p> <p><b>The Board noted the assurance provided in the following Annual Reports from Board Committees:</b></p> <ul style="list-style-type: none"> <li>- <b>Finance, Business and Investment Committee</b></li> <li>- <b>Audit Committee</b></li> <li>- <b>Quality and Safety Committee</b></li> <li>- <b>Mental Health Legislation Committee</b></li> <li>- <b>Workforce and Equality Committee.</b></li> </ul>   |        |
| <b>1787</b> | <p><b>Board of Directors Public Meeting Annual Work Plan</b> (agenda item 21)</p> <p><b>The Board reviewed the Private Board Work Plan for 2022/23.</b></p>  |        |
| <b>1788</b> | <p><b>Use of Trust Seal</b> (agenda item 22)</p> <p>The Trust Seal was used by the Board of Directors to executive legal documents such as formal contracts and lease agreements agreed on behalf</p>  |        |

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|             | <p>of the Trust. The report detailed the three occasions on which the Trust seal had been used during 2021/22.</p> <p><b>The Board noted the register of sealings and recorded its receipt in the minutes of this Board meeting.</b></p>   |        |
| <b>1789</b> | <p><b>Senior Information Risk Owner Annual Report</b> (agenda item 23)</p> <p>The annual report on Information Governance presented by the Senior Information Risk Owner (SIRO) provided an update relating to the responsibilities of the SIRO and outlined activity and performance related to information governance. The paper provided assurances that information risks were being effectively managed, what had been achieved and where improvements were required going forward.</p> <p><b>The Board:</b></p> <ul style="list-style-type: none"> <li>• <b>Considered the information and assurances provided for 2021/22; and</b></li> <li>• <b>Noted the proposed information governance objectives for 2022/23.</b></li> </ul> |        |
| <b>1790</b> | <p><b>Annual Report: Health, Safety and Security</b> (agenda item 24)</p> <p>The Health, Safety and Security Annual Report provided assurance to the Board of Directors on achievements within health, safety and security throughout 2021-22 and a summary of trends and themes relating to health and safety and security management incidents reported in the Trust throughout 2021-22.</p> <p><b>The Board reviewed and approved the Health, Safety and Security Annual Report for 2021/22.</b></p>  |        |
| <b>1791</b> | <p><b>Suicide Prevention Annual Report</b> (agenda item 25)</p> <p>The Board noted the report which provided a summary and update on the work continuing both regionally and locally to reduce suicide and increase awareness.</p> <p>The Director of Nursing, Professions and Care Standards highlighted a recent meeting with Naz Shah, MP for Bradford West, due to concerns around the increased numbers of suicides in the South Asian population. This issue had been picked up by the Deputy Director of Nursing and Professions.</p> <p><b>The Board acknowledged the ongoing work and partnership working across the Trust, at place and region to reduce suicide.</b></p>  |        |

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| 1792 | <p><b>Public Sector Equality Duty Report</b> (agenda item 26)</p> <p>The Board noted the report which gave a public summary and account of the work that the Trust was doing to meet the Equality Act 2010 and comply with the Public Sector Equality Duty.</p> <p><b>The Board:</b></p> <ul style="list-style-type: none"> <li>• <b>Took assurance from the PSED report that the Trust was complying and fulfilling its equality duties and beyond</b></li> <li>• <b>Approved the report and the publishing of the PSED report on the BDCFT public website.</b></li> </ul>   |        |
| 1793 | <p><b>Freedom to Speak Up Annual Report</b> (agenda item 27)</p> <p>The Board noted the report which provided information about Freedom to Speak Up activity during 2021/22.</p> <p>The Director of Nursing, Professions and Care Standards highlighted the continuing theme in relation to bullying and harassment, but stressed that this remained in line with the national trend.</p> <p><b>The Board noted the contents of the report.</b></p>   |        |
| 1794 | <p><b>Any Other Business</b> (agenda item 28)</p> <p>Ms Patten informed the Board that following feedback from a staff listening event about COVID-19 vaccination as a condition of employment, a follow up session for middle managers had been arranged for 6 October 2022.</p> <p>Dr Patterson thanked Board colleagues for allowing her to observe the meeting. She also offered thanks on behalf of the Board to Mrs Panteli for stepping into the Interim Chair's role so effectively, and for providing her with support during the handover period. Mrs Panteli thanked her colleagues for their support and guidance over the last 8 months.</p> |        |
| 1795 | <p><b>Meeting Evaluation</b> (agenda item 29)</p> <p>The Interim Deputy Chair thanked all colleagues for their contributions to the meeting. The Board discussed the meeting and reviewed its effectiveness as part of the Trust's commitment to good governance and continuous improvement. The meeting was closed at 1.20pm.</p>  |        |

**Signed:**

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**Dated:**

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