

Item 8.1

Board of Directors - Skills Matrix (proposed from 1 November 2022)

	Executive Directors								Non-executive Directors							
	Therese Patten	Iain MacBeath	Phillipa Hubbard	Bob Champion	Mike Woodhead	Tim Rycroft	Kelly Barker	David Sims	Linda Patterson	Sally Napper (Assoc NED)	Alyson McGregor	Simon Lewis (SID from 22/11/21-present)	Carole Panteli (Deputy Chair from 1 July 2022)	Mark Rawcliffe	Maz Ahmed	Andrew Chang (Audit Chair)
Term of Office End (if applicable)									30/06/25	19/09/2025	[28/02/25] (1)	18/11/24 (2)	02/12/24 (2)	[28/02/25] (1)	28/04/23 (1)	12/12/22 (1)
Number of years on BDCFT Board	Two	< One	Two	< One	One	Three	< One	Two	< One	< One	< One	Three	Three	< One	Two	Two
Board sub-committee membership*																
Audit					Attendee							Deputy Chair			Member	Chair
Charitable Funds					Member		Member							Chair		Deputy Chair
Finance Business and Investment	Member			Member	Member	Member	Member							Member	Chair	Deputy Chair
Mental Health Legislation			Member				Member	Member			Deputy Chair	Chair	Member			
Nominations	Attendee			Attendee					Chair		Member	Member	Member	Member	Member	Member
Quality and Safety			Member				Member	Member		Member	Chair		Deputy Chair			
Workforce & EDI			Member	Member	Member		Member	Member			Deputy Chair	Member		Chair		
Remuneration	Attendee			Attendee					Chair		Deputy Chair	Member				Member
Improvement and Innovation Working Group		Member	Member	Member	Member	Member	Member						Chair	Member		
Industry knowledge and experience																
NHS experience																
Knowledge of NHS																
Local public sector (not NHS)																
Business development																
Private sector and commercial ventures																
Property estates management and infrastructure																
Workforce development and human resources																
Research and innovation																
Public policy																
National government																
Partnerships and stakeholder management																
Knowledge of broad public policy direction																
Understanding of government legislation / legislative process																
Social Care experience																
Technical skills and experience																
Accounting																

Finance																		
Law																		
Branding and marketing																		
Digital																		
Public relations and lobbying																		
Experience in developing and implementing risk management																		
Human resource management																		
Chief Executive or senior management experience																		
Strategy deployment and implementation																		
Voluntary and community sector / Charities																		
Change management																		
Clinical experience																		

Page two	Executive Directors								Non-executive Directors							
	Therese Patten	Iain MacBeath	Phillipa Hubbard	Bob Champion	Mike Woodhead	Tim Rycroft	Kelly Barker	David Sims	Linda Patterson	Sally Napper (Associate NED)	Alyson McGregor	Simon Lewis (SID)	Carole Panteli (Deputy Chair)	Mark Rawcliffe	Maz Ahmed	Andrew Chang (Audit Chair)

Governance competencies																		
Director - medium organisation (10-99 employees)																		
Director - large organisation (100+ employees)																		
Financial literacy																		
Strategic thinking and planning from a governance perspective																		
Executive performance management of the Chief Executive or equivalent																		
Governance related risk management																		
Compliance focus																		
Profile and reputation																		

Champions and Dedicated Roles																		
West Yorkshire & Harrogate Partnership Board									Member									
West Yorkshire & Harrogate Committees in Common									Member									
Deputy Chair																		NHS - required (from 2021/22)
Freedom to Speak Up/Whistleblowing											NHS - required							

Health and safety					NHS - required
Learning from deaths			NHS - required		
Procurement					NHS - required
Resuscitation				NHS - required	
Senior Independent Director				NHS - required (from 2014/21)	
Complaints					
Inclusion and diversity - community and patient experience		Local priority			
Inclusion and diversity - staff networks		Local priority			Local priority Local priority
Leadership and management development				Local priority	
Medican revalidation					Local priority
Research and development			Local priority		
Safeguarding					Local priority
Staff Health & Wellbeing NEW					NHS - required
Staff education					Local priority