

Council Of Governors Effectiveness Review

1. Period covered by the report

This report covers the period between 1 April 2024 and 31 March 2025.

2. Annual Effectiveness Review (summary of findings)

The Council of Governors undertook an Annual Effectiveness Review in the form of a survey sent to all Governors in May 2025.

8 people responded to the survey out of a possible 23 (a 34.8% response rate).

The facility for providing additional feedback was used by some people which enriched the data with constructive comments and suggestions, including areas where further work should be considered.

The areas which received the lowest scores were:

- I understand the role of Senior Independent Director (63% agreed)
- Council of Governors: Meets the appropriate number of times (50% agreed)
- Council of Governors: Distributes papers in sufficient time to give them due consideration (38% agreed)
- Council of Governors: Considers health equity proactively (50% agreed)
- Council of Governors: Makes a positive contribution to the work of the Trust (50% agreed)
- Council of Governors: The Trust encourages open and honest communication (63% agreed)

Governor Time-Out Sessions – Summary of Feedback

Attendance: Most respondents have attended at least one session, a small number noted they had only attended once or not at all.

Usefulness: Mixed feedback had been received, some found the sessions useful for discussing the agenda and raising issues, whilst others felt they were not particularly necessary.

Barriers to Engagement: Time constraints and scheduling conflicts were common reasons for limited or discontinued attendance

Concerns about inclusivity and accessibility:

One respondent expressed that while equal opportunities are often discussed, they are not consistently reflected in practice. They highlighted that the current structure of the Governor role may unintentionally exclude individuals with full-time jobs, caring responsibilities, or specific access needs (e.g. neurodiverse individuals, those with physical or mental health conditions).

A respondent suggested exploring alternative approaches (e.g. Involvement Partner model) and its potential to support broader and more inclusive engagement.

Attention was drawn to some of the strengths of The Council of Governors:

- All respondents agreed that:
 - I understand the role of Executive Directors
 - I understand the role of Chair of Trust

- Between 75% and 88% agreed that:
 - I understand the role of Lead Governor
 - I understand the role of My role as a Governor
 - I feel that my views are valued
 - Council of Governors: Discussion aligns to the Trust values, we care, we listen, we deliver
 - Council of Governors: Has sufficient training and induction opportunities

All but 1 respondent had been involved in other activities as part of their role as Governor, these had included:

- Go See Visits
- Appearing at a local event on a stalls
- Running workshops or public meetings in the local community
- Observers at Committee/Board
- Speaking to local interest groups
- Canvassing the views of the local community or service users and their carers
- Speaking to local government groups
- Other activities

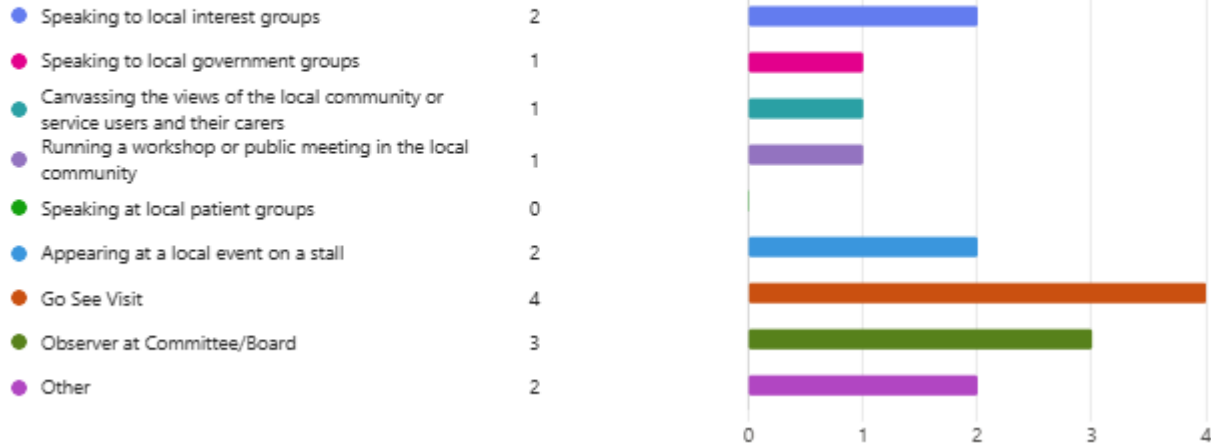
The Chair sincerely thanks all Governors, for their engagement, constructive challenge and commitment to ongoing improvement.

Jess Greenwood-Owens – Corporate Governance Officer
10/06/2025

Appendix A – Survey Results

Question	Agree% (number)	Disagree% (number)	Unsure% (number)
When you first became a Governor, were you given any training or briefings to enable you to undertake the role?	75% (6)	25% (2)	0% (0)
I understand the role of Executive Directors	100% (8)	0% (0)	0% (0)
I understand the role of Non-Executive Directors	75% (6)	13% (1)	13% (1)
I understand the role of Lead Governor	88% (7)	13% (1)	0% (0)
I understand the role of Chair of Trust	100% (8)	0% (0)	0% (0)
I understand the role of My role as a Governor	88% (7)	13% (1)	0% (0)
I understand the role of Senior Independent Director	63% (5)	38% (3)	0% (0)
I feel that my views are valued	75% (6)	25% (2)	0% (0)
Council of Governors: Meets the appropriate number of times	50% (4)	13% (1)	38% (3)
Council of Governors: Discussion aligns to the Trust values, we care, we listen, we deliver	75% (6)	13% (1)	13% (1)
Council of Governors: Distributes papers in sufficient time to give them due consideration	38% (3)	38% (3)	25% (2)
Council of Governors: Has sufficient training and induction opportunities	75% (6)	25% (2)	0% (0)
Council of Governors: Considers health equity proactively	50% (4)	13% (1)	38% (3)
Council of Governors: Makes a positive contribution to the work of the Trust	50% (4)	13% (1)	38% (3)
Council of Governors: The Trust encourages open and honest communication	63% (5)	13% (1)	25% (2)

3. Through your role as a Governor, have you ever been involved in any of the following? (Please tick all that apply)



Area	Specific Actions
<p>Deliver targeted training on the role of the Senior Independent Director specifically (and all other roles) to improve understanding of all roles.</p>	<p>This is included within the Governor Induction and Corporate Governance will also ensure this is part of the Induction and Refresher training.</p>
<p>Improve Inclusivity and Accessibility (e.g., reports/ documentation)</p>	<p>Corporate Governance are introducing a new board pack system which we hope will aid within this area. The team will also continue to review inclusivity and accessibility.</p>
<p>Review and adjust the frequency of meetings.</p>	<p>The timing (dates) of meetings would be reviewed Corporate Governance for 26-27 and consideration given to more informal/training sessions.</p>
<p>Ensure timely distribution of meeting papers.</p>	<p>Papers will continue to be circulated as per the Trust standard 7 days before the meeting. Corporate Governance are also introducing a new board pack system which will aid in distributing any late papers. In April 2025 COG was rescheduled to take place after the Committees and Board; this should aid with information flow.</p>
<p>Proactively address health equity in discussions.</p>	<p>The Head of Equality, Diversity & Inclusion (EDI) will be invited to attend a meeting. This will also be addressed as part of the overall Committee effectiveness review action plan (where the issue was also raised).</p>
<p>Encourage active participation and feedback from governors.</p>	<p>Work will be undertaken to address this.</p>
<p>Publicly recognise governor contributions.</p>	<p>Work to be undertaken to address this (e.g., Comms, newsletter)</p>
<p>Review Governor Time-Out Sessions. Reassess timing and format to improve accessibility.</p>	<p>Corporate Governance will ensure that this is included within the Governor Induction. A change of name to make the purpose clearer may be required. Corporate Governance will work with the lead governor to discuss this further.</p>