

Council of Governors' Meeting held in Public.
Thursday 10 April 2025 at 10.30am
Virtual meeting held on Microsoft Teams

Agenda
item

XX

Present:	Dr Linda Paterson	Chair, FRCP OBE, Chair of the Trust
	Therese Patten	Chief Executive
	Bob Champion	Chief People Officer
	Tim Rycroft	Chief Information Officer
	David Sims	Medical Director
	Kelly Barker	Chief Operating Officer
	Phillipa Hubbard	Director of Nursing
	Farhan Rafiq	Executive Director TIP
	Deborah Buxton	Appointed Governor: Barnardos
	Sue Francis	Staff Governor: Non-Clinical
	Umar Ghafoor	Public Governor: Bradford South
	Mark Rawcliffe	Non-Executive Director
	Mike Lodge	Public Governor: Rest of England
	Alyson McGregor	Non-Executive Director
	Councillor Sabiya Khan	Appointed Governor: Bradford Council
	Trevor Ramsay	Public Governor: Bradford West
	Linzi Maybin	Staff Governor: Clinical
	Claire Risdon	Operational Director of Finance
In Attendance:	Chris Farquhar	Organisation Development Facilitator
	Lisa Wright	Head of Equality, Diversity & Inclusion
	Rachel Trawally	Corporate Governance Manager and Deputy Trust Secretary
	Sarah Denton	Executive PA (Secretariat)
	Holly Close	Corporate Governance Officer

MINUTES

Item	Discussion	Action
001	<p>Welcome and Apologies for Absence (agenda item 1)</p> <p>The Chair, Dr. Linda Patterson, opened the online meeting at 10.30am.</p> <p>Apologies for absence had been received from the following Governors: Paul Hodgson, Mufeed Ansari, Rob James, Allison Coates.</p> <p>The following Board members had given apologies: Fran Stead, Mike Woodhead, and Non-Executive Directors Chris Malish, Maz Ahmed and Sally Napper.</p>	

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	<p>The Chair provided an update on the recent government announcement to abolish NHS England over the next two years, it was noted that the ICB have been instructed to reduce their spending by 50% and focus on strategic commissioning. The Director of Nursing confirmed she would attend the Nursing Director Meeting and may learn more at this meeting.</p> <p>The Chair advised attendees that a letter was issued this week instructing Trusts to reduce the growth made between 2018/2019 and 2023/2024 by 50%, The Director of Finance has queried some points of the letter, but early estimates identified a target of £1.8 million. An initial communication has gone out to all Trust staff but there is no further information at this time. The Chief Executive further explained that the letter was specific in its instruction to reduce corporate functions and noted that questions have been raised by the Director of Finance. It has been queried if the Mental Health Investment will be impacted by this, it was also noted that the deadline of October 2025 is incredibly tight, and the national redundancy scheme has also been queried. T Patten advised she would address the letter in her vlog on 11 April 2025 and sent to all BDCT staff, Governors asked for this link to be shared for information. S Denton would share the link to the vlog once this is issued.</p>	
002	<p>Trust Financial Update (agenda item 2)</p> <p>The Operational Director of Finance presented the operational plan for 2025-2026 and noted that the 50% reduction of corporate support has not yet been factored in due to the very recent update.</p> <p>C Risdon advised of the three main principles for the planning, achieving breakeven, no new investments will be made unless we are confident of a return and patient safety is paramount.</p> <p>An efficiency target of £14.3 million has been set for 2025/2026 and the new PMO team will be supporting the delivery of strategic programmes to achieve this.</p> <p>It was acknowledged that this would be a challenging financial year with significant risk around the strategic programmes, a full day has been arranged with Executive Colleagues to discuss these.</p> <p>The Chair and T Patten acknowledged and praised work done by finance colleagues as well as their continued support for the challenging year ahead.</p>	
003	<p>Staff Survey Update (agenda item 3)</p> <p>The Organisation Development Facilitator shared the presentation summarising the staff survey results and highlighted the improvement made in the working flexibly and recognising rewarded sections of the survey whilst noting that development and involvement are the most reduced themes although not significantly compared to 2023. There remains significant variation across teams</p>	

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	<p>which will be monitored going forward, the next quarterly survey closes in April 2025 and a new portal is being piloted to make survey results more accessible.</p> <p>C Farquhar praised the work done by Equality, Diversity, and Inclusion colleagues for supporting staff with disabilities, reasonable adjustments, and carer responsibilities.</p> <p>C Farquhar advised that due to feedback concerning religious discrimination a Chaplain will be attending the Trust Welcome from May to provide support.</p> <p>T Patten thanked the team for their work and their encouragement for staff to complete the survey, the growth related to flexible working and adjustments for disabled staff and support available compared to previous years.</p> <p>C Farquhar advised that going forward the results will be collated for all Lynfield Mount Hospital wards which will allow for more tailored results. Given the variation in answers between services the team is looking at different areas to develop based on the results.</p>	
004	<p>Development Session – Rainbow Badge Training (agenda item 4)</p> <p>The below colleagues attended the Rainbow Badge Development Session presented by Lisa Wright:</p> <p>Deborah Buxton Alyson McGregor Bob Champion Sabiya Khan David Sims Holly Close Rachel Trawally Kelly Barker Linda Patterson Linzi Maybin Mike Lodge Phillipa Hubbard Sarah Denton Susan Francis Umar Ghafoor Mark Rawcliffe Farhan Rafiq Trevor Ramsey</p>	
005	<p>Meeting Evaluation (agenda item 5)</p> <p>The meeting closed at 12pm.</p>	