

BOARD DEVELOPMENT PLAN 2024-25

1. INTRODUCTION

Effective Board development is critically important, for both Executive and Independent Members. The Board receives a programme of development sessions delivered at bimonthly informal board meetings. These sessions have included presentations from staff to aid learning and understanding of organisational activities and development.

A proposed plan for Board development has been produced for the Board's consideration.

2. BOARD DEVELOPMENT SESSIONS

The purpose of these sessions is to promote Board engagement, relationships and collaboration and increase the opportunity for Board members to gain a greater understanding of their core responsibilities, develop the skills of the collective Board, work together effectively in developing strategy, strengthening oversight and delivering the collective accountabilities of a Board. The approach will be a structured programme of development, facilitated where appropriate.

Topics for Board Development are predominantly suggested by Executive Leads or via referrals from Board Committee meetings. This will continue, however, as part of this proposal topic requests need to be supported with the following narrative:

Topic Title	Purpose	Session Outcome	Month

Where possible the sessions will be limited to three topics per full day session to allow for sufficient time for robust discussion and learning.

Prior to the Board Development Session the lead Executive will be asked to provide a short briefing with any supporting information or signposting for members to consider in order to support the most effective and efficient use of time at the sessions.

Where there are specific requests for training, these will be arranged separately.

3. BOARD BRIEFING SESSIONS

The purpose of Board Briefing sessions is to brief Board Members on topical issues (including confidential issues) and to raise awareness and understanding to better inform decision-making and scrutiny. Items can be suggested by the Executive, or requested by Independent Members to build a programme of briefings relevant to topical and timely issues.

These sessions will be offered in a hybrid approach allowing for a virtual format and will normally be the session allocated the afternoon prior to the Board Meeting

Executive Leads should notify the Director of Corporate Governance of any Board Briefing requests so they can liaise with the Chair and Chief Executive to schedule these into existing commitments. The dates will be added to the annual schedule of Board and Committee meetings for ease of reference.

The dates for the Board Development and Board Briefing are listed below:

BOARD DEVELOPMENT	BOARD BRIEFING
25 April 2024	29 May 2024
27 June 2024	24 July 2024
29 August 2024	25 September 2024
31 October 2024	27 November 2024
19 December 2024	29 January 2025
27 February 2025	26 March 2025
24 April 2025	

4. PROPOSED SESSIONS 2024-25

It is proposed that the Board will receive the following development in the next 12 months. The plan is part of an iterative process which is informed by individual needs identified during regular performance reviews and also collective needs identified during planned development session.

DATE	TOPIC 1	TOPIC 2	TOPIC 3
25 April 2024	Operating Model	Data to manage and improve quality	Quality Management System
29 May 2024 (Briefing)	Mental Health Review		
27 June 2024	Mental Health Review	Public Health	Risk Management
24 July 2024 (Briefing)	Planning		
29 August 2024	Facilitated Development		
25 September 2024 (Briefing)	IMTP		
31 October 2024	Intelligence Led	Primary Care	North Wales Medical School
27 November 2024 (Briefing)	Royal Alexandra Visit		
12 December 2024	Facilitated Development		
29 January 2025 (Briefing)	Welsh Risk Pool		
27 February 2025	Transformation and Innovation	Inquests & Litigation	Board Effectiveness
26 March 2025 (Briefing)	Corporate Trustee		
24 April 2025	Facilitated Development		

A range of other topics have been suggested which fall into the category of training/awareness, and separate sessions will be facilitated for Board Members, topics currently include:

- Additional Learning Needs Act
- Equality