



INFORMAL BOARD AND DEVELOPMENT PLAN 2025-26

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.

The Corporate Governance Team will introduce a Microsoft Form so that any requests for sessions must be requested by the Lead Director. The Directorate of Corporate Governance will then discuss with the Chair and Chief Executive to agree the timing of such items

Topic Title	Purpose	Session Outcome	Month

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. INFORMAL BOARD MEETINGS

The Board will meet bi-monthly on an informal basis, this will consist of part of the day covering strategic items that require discussion and development prior to the full item being brought the Board for approval. Typically this may include development of strategy and plans with a view to discussing approach and agreement of next steps.

The Directorate of Corporate Governance will work with the Chair and Chief Executive to develop a rolling programme of items for this part of the meeting.

The dates for these meetings are as follows:

28th May 2025

26th June 2025

28th August 2025

30th October 2025

11th December 2025

26th February 2026

The items currently allocated to the informal board meetings are detailed in the table below.

DATE	TOPIC	PURPOSE	LEAD EXECUTIVE
28 th May 2025	IMTP Reflections	To discuss early feedback from the IMTP process to inform the improvements for 2025-26	Interim Executive Director Transformation and Strategic Planning
26 th June 2025	Mental Health Electronic Health Record	To provide context and position to the Board in advance of the formal business cases	Chief Digital and Information Officer
26 th June 2025	Safeguarding (Training)	Equipping the Board with the relevant training to ensure compliance	Executive Director of Nursing and Midwifery
26 th June 2025	Quality Management System	Quality Management System (update following discussions at the Board and linked to the IMTP deliverables)	Executive Director of Nursing and Midwifery



DATE	TOPIC	PURPOSE	LEAD EXECUTIVE
26 th June 2025	IMTP, 10 year strategy and Clinical Services Plan	To discuss the approach and content of the Clinical Services Plan	Interim Executive Director Transformation and Strategic Planning
28 th August 2025	Risk Appetite	To review the Risk Appetite on an Annual Basis	Director of Corporate Governance
30 th October 2025	Welsh Language	Developing the Welsh Language Ambition for the organisation	Executive Director of Allied Health Professionals and Health Science
30 th October 2025	Equality Plan (delivering training to the Board)	Equipping the Board with the knowledge and understanding of the Equality Act as required by legislation and in the Equality Plan	Deputy Director of People
To be agreed	Capital Business Cases (To be determined)	To provide insight to the Board on any the issues of relevant business cases	Director of Estates and Environment
To be agreed	Mental Health and Wellbeing Strategy Delivery Plan 2025-2028	To review the Welsh Government Strategy and Delivery Plan	Executive Director of Allied Health Professionals and Health Science

4. 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 Corporate Governance Directorate will be developing a plan of Board Visits during 2025-26 and these will be over and above individual visits undertaken by Board Members. The visits will be planned and focused on providing in interest in services cover corporate and operational and focus on the experience of staff. It is intended to utilise this slot for the visits wherever possible.

The dates for the Board Briefing (visits) are listed below:

- 28th May 2025
- 30th July 2025
- 24th September 2025
- 28th January 2026
- 25th March 2026

BOARD BRIEFING	TOPICS
28 th May 2025	NHS Wales Joint Commissioning Committee (1 hour)
31 st July 2025	Access to Care (as discussed in March Board)
24 th September 2025	Trusted Assessor

5. BOARD DEVELOPMENT 2025-26

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	TOPICS
28 th August 2025	Developing and Effective Board (Silver Maple)
26 th February 2026	Board Effectiveness



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.