

Acting Chair's Objective Setting 2024/25

As a result of Graham Ward recently stepping up into the position of 'Acting Chair' at SFHT (effective from the end of May) it was necessary to agree job objectives and a Personal Development Plan for Graham for the remainder of this financial year.

The lead Governor and I met with Graham to discuss and revise as appropriate the objectives that had previously been agreed with Claire Ward. The majority of these have remained the same, with revisions made to reflect the necessity to support the recruitment and effective handover to a substantive Chair over the course of the year, as well as Graham's particular expertise regarding the PFI agreement. In addition, a Personal Development Plan was agreed with Graham. Part 1 below details the Objectives for this year and part 2 his Personal Development Plan.

Part 1 Chair's Objectives

Key Objective	Detail /Delivered Through
Chair the SFHT Board to become an outstanding Board	To hold to account directors and CEOs for the progress against the new Strategy
	Continue to connect board to ward and impact of decisions taken by Board
	Ensure there is greater focus and strategy to address Health Inequalities, to increase our focus on the Place Based Partnership.
	To provide opportunities for board to feed into the Provider Collaboration and ICS discussions
	Ensure all NEDs and special advisers have appraisal and personal development plan for 2025/26 prior to hand-over to new Chair (if handover after March 2025)
	To support the recruitment and hand-over to the new substantive Chair. Provide continual improvement for all NEDSs
	Conduct a review of the effectiveness of the new committees by 31 st December 2024.
	To regularly meet with the EDI leads and consider how Board can support them
Leadership and support for Chief Executive and Executive team in order for them to be highly effective.	Provide support and counsel as a critical friend for the Acting Chief Executive, the Chief Executive and Executive Directors
	To develop strong links between relevant Executives and NEDs
Chair Council of Governors and ensure good	Enhanced engagement with governors and focus on their roles

governance by enabling them to carry out their roles effectively and efficiently.	To ensure the effectiveness of the governors and their ongoing engagement
	Ensure governance strengthens to accommodate system working implications.
Visible leadership across the Trust in order to reinforce our vision, strategy and culture of improvement	To support the transition to a new Chair before 24 th May 2025.
	To remain as the commercial lead NED, especially with respect to the PFI settlement and ongoing partnership.
	Participate in 15 steps walk about, etc.
	To maintain visible leadership throughout the organisation
Engage with external stakeholders in the Nottinghamshire system in order to secure better outcomes for our population	Develop opportunities to make tangible improvements in quality of care and value for money through our Provider Collaboration at scale
	Develop and embed relationships and opportunities to promote SFHT as an anchor institution supporting the community across education, training and as a key employer in the community, as part of the narrative of improving health through well-being.
	Build extended relationships with partners in Derbyshire in recognition of the two ICS being brought closer together.
	Through Provider collaborative develop a single voice to ensure effective feed into and out of System board
	Attend NHS Improvement and NHS Provider chairs events
	Ensure progress in our partnerships strategy through work of partnership and communities committee

Part 2 Personal Development Plan

Description	Proposed approach	Timescales	Measure of success/anticipated benefit
Development of Chair role and experience	<ul style="list-style-type: none"> • Mentor relationship with Hattie Llewelyn-Davies (Chair at Princess Alexandra Hospital NHS Trust) • Liaison with Chris Lawrence (Chair at QEHL) • Close working with other provider chairs in 	During Term of office	Effective chairing of SFH and delivery of objectives

	Nottinghamshire and Derbyshire		
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