Title: Board Self-Assessment 2022/23

Date: 20 April 2023

Presented by: Declan McAllister, Director of Registration & Corporate Services

ACTION REQUIRED

This Paper is	For Approval

SUMMARY

The Social Care Council's Board is required to carry out an annual Board Self-Assessment against best practice guidance issued by the Department of Health.

In light of the current pressures and working arrangements the self-assessment process is being shared using the work done last year, the independent report on Board Skills completed by David Nicholl and reflecting on the progress made over the last twelve months.

An overview of the Board's Self-Assessment from 2022/23 together with some key points/issues has been developed for the Board's consideration. Suggested changes to the Board's Self-Assessment for this year have been reflected in Red.

BACKGROUND

The Board last carried out their annual Self-Assessment in April 2022 [**Appendix I**]. The outcomes of the Self-Assessment were reported in the Social Care Council's Governance Statement which was published in the Annual Report and Accounts.

The template for the Board Self-Assessment is provided by the DoH and comprises four Board Indicators –

- Board Composition and Commitment
- Board Evaluation, Development and Learning
- Board Insight and Foresight
- Board Engagement and Involvement

The Board are being invited to consider the 2022/23 Self-Assessment [Appendix I] to determine to what extent it varies or remains applicable – suggested edits have been made in Red.

KEY ISSUES AND IMPLICATIONS

2022/23 Self-Assessment Review

The Board Self-Assessment is attached at **Appendix I**. Suggested tracked changes have been made in Red from the previous year's assessment (2021/22) for the Board's consideration.

These tracked changes reflect –

- Consideration of the completion of a Board Skills audit as part of future Board structure for the Social Care Council; and

- Work on a Board induction programme continues and will be available for new appointments in 2023/24.

Since the last Self-Assessment in April 2022, the Board have completed an independent report on Board Skills and Recommendations for the structure of the Board from 2023 onwards. The Board have also been working on a new Corporate Strategy – which will enable the delivery of the organisation's business for the next 4 years.

Action Plan

The Action Plan from last year has been updated for review below. In doing so a revised Action Plan is attached at **Appendix II** for the Board's review and consideration. Progress on some of these areas are longer term commitments and have therefore moved into the 2023/24 business year for delivery.

BOARD'S SELF-ASSESSMENT ACTION PLAN 2022/23 (UPDATED AT APRIL 2023)			
ACTION	**TARGET DATE**	**INTENDED OUTCOME**	**PROGRESS**
1. Board Membership should be reviewed to consider what skills and expertise should form part of the recruitment process.	~~March 2022~~ Revise Date to July 2023	• Recruitment is designed to ensure an appropriate skills mix. • Secondary outcome – development plan in place to support the Board.	This work is underway with a review of existing skills, knowledge and experience across the Board. This work will inform both a development plan for the Board and identify gaps that can be brought to the attention of PAU as part of the next recruitment round.

2. Following the outcome of the Landscape Review substantively fill the CEO position	~~Revise Date to Oct 2022~~ **Completed**	• Substantive CEO appointed.	~~The recruitment exercise is now underway with a view to filling the vacancy on a substantive basis later this year.~~ The CEO post (and consequential knock on at SLT level) have now been consolidated following an open recruitment process. This action can now be removed.
3. PAU and DoH engaged for future planning for renewals and recruitment at Board level to better stagger appointments	~~March 2022~~ Ongoing	• Phased recruitment and renewal plan ensuring there are Members in post with experience to balance with the number of new appointments.	~~Discussions have taken place with the DOH Sponsoring Unit and work is underway to consider the management of appointments impacted by Covid 19.~~ This work will continue to progress during ~~2022/23~~ 2023/24 and will take account of the recent Board Skills audit.
4. The induction programme for new Members should be reviewed to include the wider context within which the Social Care Council operates.	~~March 2022~~ Revise Date to Oct 2023.	• Revised Induction Plan and pathway in place.	This will be developed during the year with a view to having a programme in place prior to the next recruitment round.
5. A review of key messages to be carried out.	~~Dec 2021~~ **Completed**	• Everyone has access to the key messages and issues when engaging with all stakeholders and there is evidence of the impact of this engagement.	~~Work has progressed as part of the development of the new Strategic Plan and will continue throughout the new business year.~~ This work was completed as part of the development of the new Strategic Plan.
No other new actions have been identified as part of this Assessment.			

Overall Assessment

Using the RAG rating and assessment criteria described in the Board Self-Assessment template [**Appendix I**], the overall high-level summary of the Board's Self-Assessment against each of the indicators is set out below (this information will form part of the 2022/23 Governance Statement which is published in the Annual Report and Accounts.

Three areas have been amended to reflect 'Green' status (which were Amber in the previous year) –

- **Board Composition and Size (1.1)** – the CEO is now substantively in post following a recruitment exercise (this also means the previous Red Flag can be removed);

- **Balance and Calibre of Board Members (1.2)** – the Board Skills Audit and recent action will address the skills mix of the Board;

- **Board Induction (2.3)** – Board induction is in place and will be reviewed for any new Board Members however good evidence is in place to support induction presently.

Indicator		Board's Assessment 2021/22		Board's Assessment 2022/23
1.	**Board Composition and Commitment**			
1.1	Board positions and size	Amber	Green	Green
1.2	Balance and calibre of Board members	Amber	Green	Green
1.3	Role of the Board	Green		Green
1.4	Committees of the Board	Green		Green
1.5	Board member commitment	Green		Green
2.	**Board Evaluation, Development and Learning**			
2.1	Effective Board level evaluation	Green		Green
2.2	Whole Board development programme	Green		Green
2.3	Board induction, succession and contingency planning	Amber	Green	Green
2.4	Board member appraisal and personal development	Green		Green
3.	**Board Insight and Foresight**			
3.1	Board performance reporting	Green		Green
3.2	Efficiency and Productivity	Green		Green
3.3	Environmental and strategic focus	Green		Green
3.4	Quality of Board papers and timeliness of information	Green		Green
3.5	Assurance and risk management	Green		Green
4.	**Board Engagement and Involvement**			
4.1	External stakeholders	Green		Green
4.2	Internal stakeholders	Green		Green
4.3	Board profile and visibility	Green		Green

ENGAGEMENT AND CONSULTATION

The Board are being engaged on the self-assessment at their Board meeting in April 2023.

RECOMMENDATIONS

The Board is invited to review and agree the Self-Assessment [**Appendix I**] and draft Action Plan for the year ahead [**Appendix II**].

ATTACHED DOCUMENTS AND/OR LINKS HERE

Appendix I – Board's Self-Assessment 2022/23

Appendix II – Revised Action Plan