

Council of Governors

Minutes of the 58th Meeting of Sheffield Health and Social Care NHS Foundation Trust's Council of Governors held on Thursday 25 April 2019 from 2.45pm to 4.45pm in Room 12.6.13 of the Charles Street Building of Sheffield Hallam University, S1 2ND

Present:

Name	Governor Constituency	Name	Governor Constituency
Cllr Steve Ayris	Appointed (SCC)	James Barlow	Appointed (Sheffield Carers)
Angela Barney	Public South West	Jayne Brown	Chair
John Buston	Public North West	Adam Butcher	Service User
Dr Liz Carthy	Staff (Psychology)	Tyrone Colley	Service User
Fay Colphon	Appointed (SACMHA)	Lee Coxon	Service User
Billie Critchlow	Carer	Mark Gamsu	Appointed (CCG)
Nick Hall	Service User	David Houlston	Public SW
Cllr Adam Hurst	Appointed (SCC)	Jules Jones	Public SE
Vin Lewin	Staff (Nursing)	Toby Morgan	Service User
Cllr Josie Paszek	Appointed (SCC)	Julian Payne	Service User
Terry Proudfoot	Service User	Dr Abdul Rob	Appointed (PMC)
Adam Rodgers	Staff (Clinical Support)	Sue Roe	Carer
Kate Steele	Service User	Janet Sullivan	Appointed (Sheffield MENCAP)
Michael Thomas	Young Service User/Carer	Joan Toy	Service User
Susan Wakefield	Appointed (SHU)	Prof. Scott Weich	Appointed (UoS)
Maggie Young	Staff (AHP)		

In attendance:

Name	Governor Constituency	Name	Governor Constituency
Cllr Olivia Blake	Non-Executive Director	Clive Clarke	Deputy Chief Executive
Helen Crimlisk	Deputy Medical Director	Phillip Easthope	Executive Director of Finance
Steven Hible	Member	Dr Mike Hunter	Executive Medical Director
Sandie Keene	Non-Executive Director	Richard Mills	Non-Executive Director
Margaret Saunders	Director of Corporate Governance	Sam Stoddart	Deputy Board Secretary
Ann Stanley	Non-Executive Director	Dean Wilson	HR Director

Apologies:

Name	Designation	Name	Designation
Prof. Laura Serrant	Non-Executive Director	Anthony Sharp	Staff Governor
Sylvia Hartley	Public NW Governor	Liz Lightbown	Executive Director of Nursing and Professions
Sue Highton	Staff Side Governor	Antony Sharp	Staff (Support Work)
Kevan Taylor	Chief Executive		

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CoG 58/01	<p>Welcome and Apologies</p> <p>The Chair welcomed everyone and noted this was the last official meeting for four Governors including David Houlston, Michael Thomas, John Buston and Vin Lewin. The Chair thanked them for their support and contributions.</p> <p>The Chair informed CoG of a bi-election due in June 2019 for a Public NW governor and two young service user/carer governors.</p> <p>The Chair stated that Steven Hible, recently elected unopposed, was in attendance today and thanked him for joining CoG.</p>	All to note
CoG 58/02	<p>Declarations of Interest</p> <p>None were received.</p>	
CoG 58/03	<p>Minutes of the Meeting held on 28 February 2019</p> <p>The Chair highlighted page five (Matters Arising) and queried if Phillip Easthope has replied to Jules Jones outside of the meeting. Phillip confirmed this.</p> <p>The Chair noted insufficient time had been available for the presentation given by Dr James Munro from Care Opinion and Jo Evans from the Trust, and suggested inviting them to a future CoG in order to give the time and emphasis due to this important item. Toby Morgan stated he had liaised with Dr James Munro who confirmed he would be happy to do this. Mark Gamsu concurred with the Chair's statement and Adam Butcher noted the importance of the engagement section and patient story.</p> <p>The minutes were approved as an accurate record.</p>	<p>Sam Stoddart</p> <p>Approved</p>
CoG 58/04	<p>Action Log and Matters Arising</p> <p>Mark Gamsu stated he had communicated with NHS Sheffield Clinical Commissioning Group and expressed his concern that it had not adopted NHS England's Carer Identification Scheme but he had yet to receive a response as to the reason. The Chair confirmed this would go on the Matters Arising for the next CoG meeting.</p> <p>Adam Butcher confirmed he had two actions in the Action Log</p>	Mark Gamsu

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	which will be discussed in the next Forum Meeting in May 2019 and asked for the actions to remain highlighted red.	Adam Butcher
CoG 58/05	<p>Governor Feedback</p> <p>(a) Governor Activities The Chair thanked those governors who had submitted papers and invited questions.</p> <p>Jules Jones referred to Angela Barney's feedback and queried if the Carer's Centre was equipped to deal with the total number of carers in the city should they become known to the Carer's Centre. Angela Barney confirmed the Carer's Centre was not resourced to deal with that number adding it would raise serious resource questions. James Barlow added the Carer's Centre is in touch via regular newsletter with approaching 11,000 carers. He stated the Carer's Centre is resourced to support the carers who contact them for support or assessment. He added that of the 16,000 carers in Sheffield, not all require support or wish to access support.</p> <p>Olivia Blake highlighted the issue of recognising when individuals are a carer and that they might not consider accessing support if they do not consider themselves to be identified as carers.</p> <p>Angela returned to Jules's query and highlighted that unmet need is a major issue which requires addressing.</p> <p>Mike Hunter added the Shaping Sheffield Plan from the Accountable Care Partnership and the engagement event was attended by numerous people in January and February 2019. He suggested within the Accountable Care Partnership, Sheffield Health and Social Care NHS Foundation Trust can be a voice for carers for the whole city and as an organisation argue strongly for the whole of Sheffield city.</p> <p>Adam Butcher highlighted the importance of helping younger people with mental health issues who have carer's responsibilities. Mike Hunter added a whole system approach was required involving the health sector, local authority and education sector. Mike confirmed that approximately 40% of young carers will experience mental health problems and highlighted the importance of prevention.</p> <p>The Chair closed this item and confirmed receipt of three reports from Billie Critchlow. Billie highlighted the importance of having the opportunity to talk to other carers to understand their concerns and needs. She pointed out to CoG she had incorrectly submitted her Quality Improvement report.</p>	

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	<p>(b) Questions to the Board The Chair confirmed a response to Sue Roe was sent this week.</p> <p>Jules Jones referred to her question regarding bed management and numbers and thanked Mike for his comprehensive response. However she remained unsure there are sufficient acute beds. Mike Hunter stated this is a complex issue, however confirmed there are enough acute beds. He added the complexities include the number of people requiring an acute bed, age ranges, and social and demographic factors. Mike confirmed there is currently a high level of occupancy of acute beds, but which is reducing in number and the Trust does not have to send people out of city for care. Where people need urgent assessments and mental health act assessments they should not receive an undue delay and this is something the Trust monitors very closely. Mike stated the Trust has a stable inpatient bed system at this point, which is being constantly monitored.</p> <p>Lee Coxon queried the number of crisis hospital beds. Mike stated the Trust's commitment to the people of Sheffield is that when in crisis an acute bed will be available for them.</p> <p>Jules Jones highlighted the envisaged occupancy level of 80% for Endcliffe which is now at 100%. Mike confirmed that a Ward typically runs at 100% occupancy for various reasons, such as service users waiting to transfer into other areas of the secure care system, which may lead to regrettable delays. Mike confirmed this is constantly being monitored to ensure beds are made available as quickly as possible. Mike confirmed that sometimes service users do access services out of city for various reasons such as incompatibility between people, gender issues and sexual safety. However, this is a minor handful in comparison to other areas where it is almost the norm to go out of area. Mike confirmed the Trust continues to do well in managing the acute bed system. Jules queried whether this response had received NED assurance. The Chair reiterated that every response sent to the governors is NED-assured and sighted on by the Chair. The Chair closed this item.</p>	
CoG 58/06	<p>Nomination & Remuneration Committee Report The Chair moved onto the NED appointment process which was originally for two NEDs; however, this has now increased to three as it was with regret that the Chair informed CoG that Professor Laura Serrant is standing down due to work commitments as she has been appointed to a very senior role at the University of Manchester. The Chair confirmed she will continue her commitments as a NED until 31 July 2019. Scott Weich highlighted Laura's clinical experience and queried if</p>	

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	<p>the Trust could advertise for a NED with clinical experience or a patient safety background. Margaret Saunders confirmed clinical experience is listed as a desirable requirement in the person specification.</p> <p>The Chair referred to the paper and asked CoG to approve the job description and person specification and Terms and Conditions. CoG was also asked to note the additional requirement stated in the person specification for the Audit Chair NED role. CoG duly approved these items.</p> <p>CoG was also asked to note the following that an internal recruitment process will be undertaken and was asked in particular to note the date of the candidate presentations to CoG and Board on 17th June 2019. These were duly noted.</p>	<p>Approved</p> <p>Noted</p>
<p>CoG 58/07</p>	<p>Development of Council of Governors</p> <p>Sam Stoddart referred to the supporting paper and summarised that Scott Weich had suggested to CoG it should review its own effectiveness on a periodic basis in terms of its internal and external relationships. Following this a small working group was established of which two meetings had taken place in October and December 2018. Following discussions in these meetings it was agreed there was a requirement to engage a professional facilitator to support this development work. There was a shared view of the importance of moving forward the relationship between CoG and Board and between CoG members themselves to one of positivity which demonstrates the Trust values, especially those of respect and compassion.</p> <p>Janet Sullivan thanked Sam for her efforts in getting to this point and highlighted possibly utilising the voluntary sector as an option in seeking a suitable external facilitator.</p> <p>Angela Barney stated that this would be valuable and important work and suggested putting other items on hold, as CoG will become more cohesive once this work has been done.</p> <p>The Chair referred to the concern raised by the working group in relation to the financial cost of this work, however felt it was important and highlighted the importance of finding the right facilitator(s) to work with the group.</p>	
<p>CoG 58/08</p>	<p>Lead Governor Appointment</p> <p>The Chair reminded CoG the term of office for Jules Jones was ending on 30 June 2019. Acknowledging this as Jules' last meeting as Lead Governor she thanked her for her contributions and her dedication to service users of this organisation.</p> <p>The Chair then reminded CoG that, in accordance with the</p>	

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	<p>constitution, eligible governors were invited to stand for the position. The Chair confirmed there were five eligible governors, from which one nomination had been received from Toby Morgan.</p> <p>The Chair questioned whether, on the basis of having one nomination, CoG would want to move forward with the nomination. Adam Butcher asked if this item could be deferred to the next CoG meeting when there would be a larger number of governors eligible to stand. She confirmed this could happen if it was the consensus in the room. Angela Barney stated that in terms of process, it would be better to have a greater field and felt there would be improved accountability. Mark Gamsu added that he felt uncomfortable with this and stated if the organisation initiated a process it should be followed through to its conclusion of a vote. The Chair confirmed a vote will take place, either to defer the item to July 2019, or vote on the current candidate. The asked CoG to express its preference.</p> <p>11 votes in favour of deferring this item to July 2019. 13 votes in favour of proceeding on the basis of the paper. 1 abstention.</p> <p>The Chair therefore confirmed an election would follow. Sam distributed a ballot paper with the candidate's statement and confirmed all votes were anonymous. The Chair confirmed if the majority of Governors voted in favour, Toby would become Lead Governor effective 1st July 2019. The results of the ballot were then counted.</p> <p>The Chair confirmed receipt of the results of the ballot. There were 28 votes cast, one spoiled paper and one abstention.</p> <p style="padding-left: 40px;">Votes For – 13 Votes Against – 13</p> <p>The Chair expressed her unease at having the casting vote and suggested an alternative proposal to appoint the candidate for a six month period at the end of which the process should begin again.</p> <p>Adam Butcher seconded the Chair's proposal.</p> <p>For clarity, the Chair reiterated her proposal to appoint Toby for a six month period and move to an election in six months' time. The Chair confirmed the normal term for the lead governors is two years.</p> <p>Angela Barney said she had been eligible to stand for lead governor but had not put herself forward because of events during the last CoG, referring to a statement she had circulated prior to the meeting, and reiterated the need for development work to take</p>	

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	<p>place first. The Chair stated CoG would move forward together in a safe, respectful, empathetic and compassionate way.</p> <p>Billie Critchlow suggested extending Jules's term. This was supported by Scott Weich.</p> <p>Kevan stated that taking another vote to extend Jules's term is a new proposal. The Chair then asked CoG to vote in favour of her proposal to appoint Toby for a six month period.</p> <p>In favour of appointing Toby for a six month period: 16 Against: 3 Abstain: 8</p> <p>The Chair confirmed that through a majority decision, Toby was duly elected as Lead Governor for a six month period and congratulated him.</p>	Elected
CoG 58/09	<p>Trust's Annual Plan</p> <p>Clive Clarke presented the paper and stated the operational plan (formerly known as the annual plan) is submitted on an annual basis. Its main author is Jason Rowlands. The Trust must seek CoG's views on its objectives for the coming year and reminded CoG that two sessions had taken place with this regard.</p> <p>Clive added it was a one-year transitional plan describing the Trust's objectives for 2019/20 with a focus on the Trust's four strategic aims of:</p> <ul style="list-style-type: none"> • quality and safety led by Mike Hunter • people led by Dean Wilson (Executive HR Director) • future services led by himself, and • value for money led by Phillip Easthope <p>Clive confirmed the Trust has 16 strategic objectives; four for each of the strategic aims. With regards future services, effective recovery services is an area which will be looked at, how services are accessed, how to provide the right service at the right time and achieve the best outcomes for people.</p> <p>Clive stated the Trust wants to be seen as a good organisation across all the services it provides. In addition, it is looking at how it can work towards accreditation for its CMHTs, which would act as a mark of quality.</p> <p>Clive highlighted delivering safe care at all times and gave the example of the safe wards initiative which is about improving the quality of inpatient wards. Clive highlighted other initiatives which are aimed at improving quality and safety for both staff and service users. These included Body Worn Cameras.</p>	

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	<p>Clive invited questions and comments.</p> <p>Billie Critchlow queried the unprecedented demand for services and questioned why it had not been foreseen. Mike Hunter replied that more accessible services correspond with an increase in access. He highlighted the argument for increased resources to see more service users. Mike further highlighted the eight week triage process and confirmed that every service user who comes to SPA is triaged within four hours. Everyone triaged as requiring an urgent assessment receives one the same day. The need to work in partnership with primary care was highlighted in order for a balance between thresholds and referrals. Billie Critchlow queried whether there has been deterioration in the mental health of the population which may account for the increased demand. Mike stated there is social science evidence that austerity since 2008 has affected people in those communities experiencing economic challenges.</p> <p>John Buston enquired about safe wards. Clive responded safe wards have been introduced across the inpatient areas in addition to discussions around therapeutic wards and what therapeutic wards should look like going forward. Clive stated the Trust had committed £1.4 million to retain staffing levels on the wards. However, there is a requirement to ensure safe and therapeutic environments, with the relevant disciplines such as psychologists and occupational therapists.</p> <p>There was an enquiry about data protection in relation to the video from body worn cameras. Clive confirmed that the data collected is kept for 31 days in line with requirements. Clive added there are advertisements displayed to confirm that body worn cameras are in use. He believed this also prompts people to reflect on their behaviours. Mike added that the body worn cameras are not constantly recording but are activated at specific moments based upon a clinical assessment of the situation. This enables them to provide a real-time review. Any third parties can be pixelated and anonymised.</p> <p>Adam Butcher queried the skill mix on wards. Clive responded the Trust is working across areas on initiatives to develop new staffing roles. Clive confirmed Kevan is leading from the Integrated Care System (ICS) perspective on workforce. Kevan confirmed there were two levels – needing to make the Trust the most attractive place to work but which may lead to wider issues. The bigger issue for the country is the numbers of people coming to work into health and social care sectors. Across South Yorkshire and Bassetlaw there are 120 new roles over the next few years, whereas 500 new roles are required. It is a huge challenge to the sector to prepare itself for these new roles. The three priorities for the ICS are developing new roles at scale (500 new roles), nursing bursaries and advisors working within schools to promote health</p>	

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	<p>and care careers.</p> <p>Dean Wilson confirmed there are 100,000 vacancies within the NHS nationally, which is an issue for workforce. He went on to confirm initiatives within the Trust on recruitment and retention. The Chair asked Dean to prepare a presentation to the Governors on these initiatives. Terry Proudfoot questioned whether sickness levels were low within the Trust or whether staff issues were considered risks. Clive stated from an operational perspective, workforce is a risk on operational risk registers. The Trust is working on supporting staff through a variety of means including flexible working, compassionate line management, and motivation and engagement.</p> <p>The Chair highlighted concern around staff morale and the impact of the case mix as well as caseload numbers on this and confirmed these are issues which the NEDs are focussing on. Mike Hunter responded this connects to the national accreditation for the Trust's community mental health teams which is being worked towards. In order to achieve this, the case load, staffing, professional groupings and skill mix are required to be correct. The Chair asked for continuous updates on this.</p>	D Wilson
CoG 58/10	<p>Motion to Amend the Constitution</p> <p>Cllr Adam Hurst referred governors to the paper. He highlighted the 75% majority vote required to reappoint a NED for a second term. The motion was to reduce this to 60% but increase the threshold for reappointment from positive appraisal to outstanding appraisal. He added 60% was still in keeping with a clear majority. He went on to point out the benefits of reducing the majority required which included</p> <ul style="list-style-type: none"> • a reduction in costs in terms of time taken to complete open recruitment process; • a reduction in financial costs associated with recruitment processes; <p>He also acknowledged the time and effort that NEDs must commit to the Trust in order to reach the outstanding standard.</p> <p>Adam asked CoG to support this amendment. The Chair invited a debate and vote on the motion.</p> <p>Angela Barney stated a preference in deferring the motion to amend the constitution until CoG had been through a process of development (item 7 above). She highlighted current divisions in CoG and believed it would be better placed to address constitutional issues once these divisions had been addressed through the development process.</p>	

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	<p>Toby highlighted the 75% majority being too high and 60% majority being too low, and suggested a compromise of a 65% majority.</p> <p>The Chair noted Angela's amendment to defer the motion and asked if there were any further amendments.</p> <p>Billie Critchlow queried whether, if passed, it would only apply in exceptional circumstances. The Chair confirmed it would apply to all NED appointments, but would exclude the Chair appointment.</p> <p>Terry Proudfoot supported Angela's suggestion to defer the motion and added she believed 60% was too low. She queried why there were no objections to the 75% majority vote requirement when it was raised in CoG at the time and why it has since become an issue. The Chair highlighted a requirement to hear all the points raised and reach consensus at this stage.</p> <p>Maggie Young stated a 60% majority vote was standard practice in other organisations. Adam Rogers stated 60% was not a clear majority and from the 28 people attending CoG today, this would equate to 16.8 people. The Chair clarified that Adam's assertion was 60% did not represent a sufficient majority to make a decision. 75% would provide an absolute majority.</p> <p>Adam Butcher stated he supported the motion. He stated not all governors' voices are being heard and CoG appears fractured.</p> <p>Scott Weich supported Angela's suggestion to defer the motion and stated it has been too divisive and highlighted the CoG development work as an opportunity to heal and be cohesive. He stated a preference not to amend the constitution.</p> <p>John Buston supported the motion stating a 60% majority vote was more proportionate.</p> <p>Mark Gamsu supported the motion. He stated that a decision was made by the minority of the Governors which the majority had to adhere to which is not a healthy position. He stated the 60% majority would be more effective and amending the constitution would not affect the CoG development work.</p> <p>James Barlow expressed his support for the motion. He queried if the item was deferred, were any NEDS due for re-appointment at this time. The Chair confirmed there are three current NED vacancies which the Trust is progressing. The next appointment will be the Chairs, which is outside of this process.</p> <p>The Chair asked if any governor wished to formally amend the motion. Billie Critchlow confirmed she wished to defer the motion. This was seconded by Angela Barney. No other amendments were brought.</p>	

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	<p>The Chair then confirmed the following options:</p> <ul style="list-style-type: none"> a) Vote on the current motion b) Accept the amendment to defer the motion pending CoG development. <p>Toby Morgan said he concurred with Mark Gamsu's comments adding that delaying decisions can curtail progress.</p> <p>The Chair read the constitution in relation to motions to CoG. She believed the amendment negates the substance of the motion in which case she took the decision to deny the amendment and put the motion to a vote. Scott Weich stated an amendment is different to an adjournment and an amendment was not being suggested. The Chair queried this in terms of the constitution. Sam Stoddart referred to the constitution in her response. It was agreed the decision lay with the Chair. The Chair therefore took the decision to vote on the motion but added that an amendment may follow if the motion is defeated.</p> <p>Angela reiterated her preference for an adjournment given that it would not affect any NEDs. The Chair acknowledged Angela's view.</p> <p>The Chair invited Adam Hurst to respond to the comments or withdraw his motion if he chose. He confirmed he would not be withdrawing his motion. He acknowledged Toby Morgan's comments. He added that there is rarely unanimity and damage can result from delayed decisions and continued debate. He summarised his motion.</p> <p>The Chair put the vote forward to approve amend to the constitution proposed by Adam Hurst, which would change the appraisal rating from satisfactory to outstanding, and reduce the percentage required to carry the recommendation from a 75% majority vote to a 60% majority vote of Governors present voting.</p> <p>In favour of the motion: 17 Against the motion: 10 Abstentions: 2</p> <p>The motion was therefore carried.</p>	Carried
CoG 58/11	<p>Performance Report (for information) Received and for information only. Performance Overview Group (POG) in May 2019. The Chair asked CoG to submit any questions outside of the meeting.</p>	All to note

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CoG 58/12	<p data-bbox="280 203 671 237">Chief Executive's Update</p> <p data-bbox="280 277 555 311">a) CMHT Update</p> <p data-bbox="331 315 1225 456">Kevan Taylor informed CoG the jointly commissioned external review with Staffside of the implementation process of the reconfiguration is now complete and the Trust has accepted its recommendations which will be implemented.</p> <p data-bbox="331 497 1225 638">How Community Mental Health Teams (CMHT) now operate is the second strand for which SchaRR has been commissioned to undertake a review. This will involve service users and an update will be forthcoming.</p> <p data-bbox="331 678 1225 931">He added a collective dispute had been raised by the Trade Unions, particularly in relation to size of mental health case loads and pressure within the teams. He confirmed that discussions with the Trade Unions have been constructive and negotiations are ongoing. Significant additional resources are now being provided to CMHTs. Kevan invited questions from CoG, however none were raised.</p> <p data-bbox="280 972 1102 1005">b) Acute Care Modernisation (ACM) progress update</p> <p data-bbox="331 1010 1235 1666">Phillip Easthope informed CoG that following a delay the Trust now has the necessary approval to continue with the scheme. The Trust had sought capital funding from the Integrated Care System, but this was rejected. Therefore NHS Improvement (NHSI) was unable to approve the scheme. However, because of that delay the Trust found itself in a better financial position at April 2018/2019 which enabled it to reassess the scheme against relevant financial ratios, enabling the ACM to become a material rather than significant transaction. NHSI were then willing for the Trust to continue with the scheme. This does mean the scheme no longer needs to be approved by CoG; however, CoG will continue to be kept informed and engaged in the process. There will be relevant engagement with stakeholders over the summer period, with the procurement process taking place in 2020 and the work hopefully completed by February 2023. The Chair asked Phillip to bring a full presentation back to CoG at a future date. Phillip invited questions from CoG, however none were raised.</p> <p data-bbox="280 1706 850 1740">a) CQC Action plan progress update</p> <p data-bbox="331 1744 1219 2033">Mike Hunter confirmed he has recently taken over the CQC portfolio from Liz Lightbown. He has had his first engagement event with the CQC inspectors, which was positive. Mike confirmed must-do and should-do actions were on track. The Quality Assurance Committee (QAC) oversees progress on a monthly basis and has sight of the issues, which can then be raised to Operations and dealt with in a timely manner. He then highlighted the progress on a number of actions:</p>	<p data-bbox="1310 1597 1449 1666">Phillip Easthope</p>

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	<ul style="list-style-type: none"> • the IT tools to record supervision should be completed in the next three weeks when a pilot scheme will emerge • the policy on Clozapine and controlled drugs will be completed within the month • the guidance on policies and the resources required to sustain improvement in policies continues to be progressed • nurse call systems will be on track in summer 2019 • the slippery path which was highlighted has been resolved • the seclusion room at Forest Lodge will be resolved within the next week • SPA IT telephones - service users experienced under performance and poor service experience. Mike confirmed the number of telephone calls is now visible, along with the number of call handlers online, and the number of missed calls. Progress and improvement in this area is ongoing. <p>Mike stated the present view of the Trust offers scope to improve. The reports the Trust sends to CQC provides it with a better understanding of what the CQC is seeing, the view they may be forming about the Trust, and areas for improvement. Mike confirmed this as a regular subject for discussion at engagement meetings.</p> <p>In terms of the future, the CQC provide early indicators of their expectations for the Trust with more therapeutic inpatient environments.</p> <p>Mike invited questions from CoG. There was a query as to whether body worn cameras have a detrimental effect. Mike confirmed there were mixed views on these. The pilot was introduced and is being monitored. There has not been an increase in restrictive intervention and the Trust has had six consecutive months of below-average level of assaults on staff and no untoward comments from service users on body worn cameras.</p> <p>Mike stated the Trust still does too much restraint and seclusion; however, the ambition is to have smaller well-staffed wards to create a therapeutic environment. Mike confirmed the Trust is the only Trust in the country that does not do face-down restraint. Mike confirmed face-down restraint as the single most dangerous approach with risks to health and risks of death.</p> <p>Angela Barney queried whether body worn cameras would damage the therapeutic relationship and hamper recovery, and how this would be measured.</p> <p>Mike highlighted the importance of having an understanding of people's experience of care on Trust wards. The high levels of</p>	

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	<p>violence in itself would have a damaging effect on therapeutic relations.</p>	
<p>CoG 58/13</p>	<p>Any other Business</p> <p>a) NRC vacancies Sam confirmed there is a carer vacancy and from July 2019 there will be further vacancies to come. Billie confirmed she was nominated by Sue for carer vacancy on the NRC. There were no objections raised, therefore the Chair confirmed Billie is joining the NRC for all subsequent meetings.</p> <p>Cllr. Olivia Blake confirmed during the debate on item 10, she heard the word “dictators” used. Olivia stated this is inappropriate language and reminded CoG about the Trust values, ethos and the Trust’s Code of Conduct. The Chair stated she did not hear this word being used but would have challenged it had she heard. She agreed it was an inappropriate comment to make. The Chair reminded CoG that respect, empathy and compassion are three of the Trust’s core values.</p> <p>The Chair confirmed the next CoG meeting and stated a requirement to move forward quickly with the development work.</p>	<p>Confirmed</p>
	<p>Date and time of next meeting Thursday 25 July 2019 from 2.45 – 4.45 pm in the Conference Suite, The Circle, VAS, 33 Rockingham Lane, S1 4FW.</p>	