

## Council of Governors

**UNCONFIRMED** Minutes of the meeting of the Council of Governors held in a hybrid format (in-person at Centre Court and on MS Teams) on 20<sup>th</sup> June 2024

### Governors present in person:

Name	Designation	Name	Designation
Ben Duke (BD)	Public Governor (Deputy Lead)	Cecelia Jackson-Chambers (CJC)	Appointed Governor (SACMHA)
Billie Critchlow (BC)	Carer Governor		

### Governors present on MS Teams:

Name	Designation	Name	Designation
Jonathan Hall (JH)	Service User Governor	Julie Kitlowski (JK)	Public Governor
Terry Proudfoot (TP)	Service User Governor (Lead)	Dave Swindlehurst (DS)	Appointed Governor (Sheffield MENCAP)
Ross Mallett (RM)	Appointed Governor (Sheffield Hallam University)	James Barlow (JB)	Appointed Governor (Sheffield Carer Centre)
Rebecca Lawlor (RL)	Service User Governor		

### In attendance in person:

Name	Designation	Name	Designation
Sharon Mays (SM)	Chair	Bethan Devonald (BDe)	Executive Assistant (minutes)
Heather Smith (HS)	Non-Executive Director	Amber Wild (AW)	Head of Corporate Assurance
Anne Dray (AD)	Non-Executive Director	Salma Yasmeen (SY)	Chief Executive for items 1-4

### In attendance on Teams:

Name	Designation	Name	Designation
Deborah Lawrenson (DL)	Director of Corporate Governance	Tania Baxter (TB)	Head of Clinical Governance for item 12

### Apologies:

Name	Designation	Name	Designation
Nicola Hodson (NH)	Service User Governor	Kathleen Myrie (KM)	Staff Governor
Chris Digman (CD)	Public Governor	Vyvyan Hopkinson (VH)	Staff Governor
Angelito Esguerra (AE)	Staff Governor	Alistair Brash (AB)	Young Service User
Mohammed Khawja Ziauddin (MKZ)	Public Governor	Irene Nakamatte (IN)	Public Governor

Name	Designation	Name	Designation
Scott Weich (SW)	Appointed Governor (Sheffield University)	Julie Marsland (JM)	Appointed Governor (Staff Side)
Mark Dundon (MD)	Non-Executive Director	Chris Digman (CD)	Public Governor
Brendan Stone (BS)	Associate Non-Executive Director	Olayinka Monisola Fadahunsi-Oluwole (OFO)	Non-Executive director
Owen McLellan (OMcL)	Non-Executive Director		

Minute	Item	Action
CoG 20/06/24 Item 1	<p><b>Welcome, Apologies and Declarations of Interest</b></p> <p>The Chair welcomed Governors to the meeting and apologies were noted.</p> <p>It was noted that the meeting was not quorate due to no staff governors being present and it was confirmed that the Director of Corporate Governance would note the approval of those present at the meeting and then email a formal note after the meeting to absent governors to ask for their endorsement on any decisions required.</p> <p>Terry Proudfoot (TP) declared an interest in item 4 of the governance report, related to the Lead Governor role, and it was agreed that she would leave the meeting for the item.</p> <p>Heather Smith (HS) and Anne Dray (AD) declared an interest in item 8, relating to Non-Executive Director (NED) appraisals. It was agreed that would remain in the meeting due to the item being about the appraisal process only.</p>	
CoG 20/06/24 Item 2	<p><b>Minutes of the Council of Governors meeting held on 25 April</b></p> <p>The minutes from 25<sup>th</sup> April 2024 were <b>approved</b> as a true and accurate record.</p> <p>Ben Duke (BD) asked if there was any further feedback relating to benchmarking of key performance indicators (KPIs) which he had raised at the previous meeting. It was confirmed by Salma Yasmeen (SY) that there are no national KPIs for delayed discharges in mental health. In response to a further question from Celica Jackson-Chambers (CJC) on whether there has been an improvement in delayed discharges, it was agreed that this would be addressed under item 4 of the meeting.</p> <p>Celica Jackson Chambers (CJC) queried whether there has been a reduction in overspending related to staffing due to managers overbooking staff on wards. It was confirmed that this continues to be monitored monthly at Finance and Performance Committee and there had been an improvement in staffing controls in the first two months of the financial year which was having a positive impact.</p> <p>The Chair reminded Governors that the initial query related to delays in recruitment being potentially impacted by the vacancy control panel and the Chair confirmed that the Executive Director of People, who had been present at the previous meeting, had given assurance that the vacancy control processes had been strengthened to reduce any potential delays in recruitment.</p>	

Minute	Item	Action
CoG 20/06/24 Item 3	<p><b>Matters arising and action log</b></p> <p>The action log was received, and actions proposed for closure were agreed to be closed with updates on the following actions provided:</p> <p><b>Action 34:</b> it was noted that the action related to clarification on the timing for the launch of the new enhanced learning Disabilities service which is overdue. It was confirmed that the timeline has been delayed by a couple of months and is expected to go live in the early Autumn.</p> <p>Ben Duke (BD) noted that at a recent autism board meeting, a concern was raised about recording of safeguarding matters within the Electronic Patient Record (EPR) system and he queried whether reasonable adjustments relating to patients, such as specific communication needs, would be transferred onto the new system as part of the transfer of data. The Chair noted this query was answered at a previous Council of Governors meeting and it was agreed the extract of the minutes from this discussion would be forwarded to BD. <b>Action:</b> BDe</p> <p>Salma Yasmeeen (SY) added her assurance that the recording of patient-specific information is a requirement and the migration of this data is expected to be a part of the work phase 1 of the EPR programme. It was agreed feedback from the discussion with Governors would be feedback to the EPR team and an update on EPR to the Council of Governors will be planned for the October Council of Governors meeting. <b>Action:</b> AW to add to the planner and advise the EPR team and Executive lead.</p>	
CoG 20/06/24 Item 4	<p><b>CEO introduction</b></p> <p>Salma Yasmeeen (SY) Chief Executive provided an update on areas of recent focus for the executive team:</p> <ul style="list-style-type: none"> <li>• The priority remains focus on delivering safe and effective care and services in a challenging context and continuing to influence discussions around the need for an equal focus on waits in mental health services. It was recognised the NHS is at the centre of the debate during the election period.</li> <li>• Focus has remained on closing outstanding matters from the CQC action plan. SHSC is now back to business-as-usual with oversight from the Sheffield PLACE Quality Board. This is a key milestone in moving into a transformational phase of the organisation's improvement journey and is a credit to the hard work of staff across the Trust.</li> <li>• Driving improvement and transformation to ensure the organisation is sustainable and fit for purpose is a key area of focus.</li> <li>• During Learning Disability week there has been a focus on sharing best practice across the organisation.</li> <li>• The Primary and Community Mental Health Team transformation is continuing and SHSC is one of a small number of mental health trusts working with primary care, to develop integrated, joined up teams that allow people to get wrap around mental health support.</li> <li>• SHSC has submitted a proposal to be a pilot site for provision of 24-hour community services</li> <li>• The Therapeutic Environment Programme (TEP) has been progressing well. There will be a review and refresh this programme following this, to continue to transform inpatient environments.</li> </ul>	

Minute	Item	Action
	<ul style="list-style-type: none"> <li>• Positive progress continues with the implementation of EPR and the programme board have signed off the first gateway review, which is a significant step in the governance process of the programme.</li> <li>• The Chair, Chief Executive and Executive colleagues are actively involved in external partnership and system work.</li> <li>• The Trust’s Quality Improvement (QI) journey has been recognised nationally and the QI team were invited to present their work at the NHS Confederation conference.</li> <li>• Phase 1 of the values to behaviour work has concluded and engagement has taken place with staff on communication and incorporating values into every day working</li> </ul> <p>Billie Critchlow (BC) asked what some of the barriers might be for realising our ambitions in Primary and Community Mental Health transformation. SY explained that staff are currently in the transitional phase in newly formed teams and will therefore need to establish new ways of working whilst maintaining links to the organisation so that pathways of care can be joined up. This was demonstrated during a recent visit to one of the multi-disciplinary team meetings where it was evident that person-centred care and “What Matters To you (WMTY)” was a key focus ensuring support across mental health, physical health and practical matters.</p> <p>BC queried whether it was clear how to access these teams noting that at a recent visit to a GP surgery, there was only one poster signposting people to SHSC’s services. SY agreed that the work of the multidisciplinary team needed to be accessible and confirmed that investment in the communication strategy and continuing to improve communications is a key area of focus for the Trust.</p> <p>Celia Jackson Chambers (CJC) noted that 12 years ago, social workers and community mental health workers worked together as part of one team and that had been disbanded. She suggested that the joined-up working happening with primary care be monitored to ensure it does not break down in a similar way. She noted the importance of frontline staff being able to make changes in their working activities with service users, noting the positive impact this has on their care, welfare and experience and praised the Trust for supporting this way of working. SY noted that this feedback shows the integrated change framework is starting to make a difference with the aim of helping staff feel empowered to make change with systems and governance in place to support them.</p> <p>The Chair thanked the Chief Executive for her time and asked that she be invited to the induction to meet the new Governors. <b>Action:</b> BDe</p>	
<p>CoG 20/06/24 Item 5</p>	<p><b>Chair Report to the Council of Governors</b></p> <p>The Chair provided an update on the following:</p> <p><u>Elections</u></p> <ul style="list-style-type: none"> <li>• 14 governors have been recruited through the recent governor elections process, which pending successful completion of due diligence which is underway, would bring the total number of governors to 35, the highest number it has been for some time. The Chair noted the collective effort from the governors, colleagues on the Board and the corporate governance team in promoting the elections.</li> </ul> <p><u>Governor Workshop</u></p>	

Minute	Item	Action
	<p>A workshop will take place on 2 July, covering three areas:</p> <ul style="list-style-type: none"> <li>• 12.45pm to 1.45pm: Statistical Process Control (SPC) Charts</li> <li>• 2.00pm to 3.00pm: People Directorate - Wellbeing and Recruitment</li> <li>• 3.15pm to 4.30pm: New Governor Induction Workshop</li> </ul> <p><u>Extraordinary Council of Governor Meetings</u></p> <p>An Extra Ordinary confidential meeting has been scheduled for 30<sup>th</sup> July via MS Teams, date as requested by the external auditors to receive their feedback on the annual report and accounts for 2023/24.</p> <p><u>Glossary</u></p> <p>A glossary of acronyms has been added to the agenda which will be kept updated. Governors were asked to let the team know of anything that needed to be added and it was confirmed this had been a helpful addition.</p> <p><u>Carers</u></p> <p>The Chair noted that the Trust has been awarded the first Triangle of Care star and thanked Jenny Hall, Carer and Patient Carer Race Equality Framework Lead (PCREF) for her leadership in helping the organisation gain this award. It was noted that the work commenced on 11 June on the Stand up for the Carers Big Count which is an annual campaign to raise awareness of caring, highlight the challenges unpaid carers face and recognise the contribution they make to families and communities throughout the UK.</p>	
<p>CoG 20/06/24 Item 6</p>	<p><b>Board Update Report</b></p> <p>The Board update report from May 2024 was received and noted.</p> <p>CJC asked for clarification in relation to the financial deficit noting that a higher overspend is planned for 2024/2025 in comparison to 2023/2024 and asked for a further explanation on this. SM explained this is due to a number of reasons including inflation, pay awards not being fully funded and low funding uplift from the commissioners. It was noted that the financial situation is challenging, stressing the importance always of balancing delivery of safe quality care, with getting back to a break even financial position.</p> <p>Anne Dray (AD) noted that as a part of the year-end process, the external auditors have been looking at the significant risk on financial sustainability for all organisations. At the recent Audit and Risk Committee (ARC) meeting, external auditors have fed-back that the organisation's systems and processes are sufficiently sound not to raise any specific issues relating to this and they are assured about the plan in place round value improvements.</p> <p>Governors were reminded that a session on the finances was held with Governors in April 2024, led by the Non-Executive Chair of Finance and Performance Committee Owen McLellan and the Executive Director of Finance Phillip Easthope and it was agreed that a further update on the specific reasons for the increased planned deficit would be circulated to Governors. <b>Action:</b> OMcL</p>	

Minute	Item	Action
	<p>Celia Jackson Chambers (CJC) noted that the sale of Fulwood is expected to progress this financial year and asked whether finances from this could be used against the financial deficit. HS explained that finances received from the sale of Fulwood could be used for capital purposes only.</p> <p>Dave Swindlehurst (DS) asked for assurance in relation to the timing of the launch of the learning disability transformation programme given this was expected to take place by the summer. Heather Smith (HS) noted that during a recent Board visit to Firs Hill Rise, it was explained that the model of delivery has been agreed and recruitment of staff is taking place. There is a 2-month delay, and the service is expected to launch in September 2024.</p> <p>In relation to improving population health management, CJC asked for further detail on how the trust would be implementing this. HS noted that this is a key areas of focus for the Trust, which is working together with the Integrated Care System on financial and operational planning, addressing health inequalities and strengthening collaboration with local health and social care partners. It was agreed that the Population Health report received at the public Board of Directors meeting in May 2024 would be shared with governors, for information. <b>Action:</b> BDe</p>	
<p>CoG- 20/06/24 Item 7</p>	<p><b>Feedback from Governors from constituencies and any key meetings</b></p> <p>The Chair welcomed feedback from Governors.</p> <p>Ben Duke (BD) reported on positive feedback received on the collaborative work on the Patient Carer Race Equality Framework Lead (PCREF) during a research meeting that he had attended with the University of Sheffield.</p> <p>BD noted, from his attendance at the Autism Partnership Board, that there is an increased number of referrals for Attention Deficit Hyperactivity Disorder (ADHD) and Autism services which may cause increased in pressure on services in future.</p> <p>Heather Smith (HS) as Chair of Quality Assurance Committee confirmed two key areas of focus at Quality Assurance Committee (QAC) are access to crisis services and waiting lists with gender services and ADHD having the largest waiting lists. She emphasised that this is challenged by the NEDs and discussed at the Board in relation to staffing levels and the national demand regularly. Services are currently focused on looking at interventions for those who have already received a diagnosis of ADHD, to ensure that appropriate treatment and support is given post diagnosis.</p> <p>DS added that he had met with the Director of Children Services at Sheffield City Council where it was noted that there are issues with capacity for services for children with ADHD and Autism too, and therefore planning and improvement needs to take place now to ensure that adult services have capacity to deal with a potential increase in demand.</p> <p>The Chair confirmed this is an area of focus at the Mental Health Learning Disability and Autism Provider Collaborative (MHLDA PC) meetings to look at how a partnership approach can support improvement to services across the system.</p>	
<p>CoG 20/06/24 Item 8</p>	<p><b>Nominations and Remuneration Committee (NRC) Report</b></p> <p>The Chair provided an update on matters discussed at the Nominations and Remuneration Committee (NRC) held in June 2024 and noted that</p>	

Minute	Item	Action
	<p>discussion will take place in confidential session on the outcome of the Chair's appraisal.</p> <p>The timeline and process for the Non-Executive Director appraisal process for the period 2023-2024 was received for assurance that appropriate processes are being followed and it was noted that following discussion at the NRC, some minor changes have been made to the Governor feedback forms.</p> <p>The Chair talked through a presentation on the role of the NRC and noted the important role played by the committee encouraging Governors to consider putting their names forward to participate. The committee leads on the appointment, terms and conditions and appraisals for the Chair and Non-Executives.</p> <p>Billie Critchlow (BC) confirmed as a member of the committee that it had been a valuable experience and good support is provided to the committee to support them in fulfilling their role. She explained that the Council of Governor's key communication is through the Non-Executive Directors (NEDs) and being a member of the NRC allows governors to influence the recruitment process of the Non-Executive Directors.</p> <p>Ben Duke (BD) noted that being a member of the NRC allowed him a good overview of how the NEDs work and he felt that it was a valuable committee to be part of and he would encourage governors to join.</p> <p>Terry Proudfoot (TP) recommended that an email highlighting the governor category vacancies should be sent to all governors once the new governors are in post, asking for expressions of interest so that those interested could be agreed if possible at the Council of Governors meeting in July <b>Action:</b> BDe</p>	
<p>CoG 20/06/24 Item 9</p>	<p><b>Audit and Risk Committee Chair of the Committee Presentation</b></p> <p>Anne Dray (AD) Chair of Audit and Risk Committee presented the work of the Audit and Risk Committee in 2023-24 and outlined the following:</p> <ul style="list-style-type: none"> <li>• The committee received the Going Concern Report and Value for Money receiving positive feedback from the external auditors and no concerns have been raised on the Annual Report and Accounts 2023/24.</li> <li>• Due to the delays to Electronic Patient Record (EPR) migration, there were concerns around the impact of this to other audit areas and this remained a focus during the year. Good progress is now being made with a new plan having been agreed by the Board in April.</li> <li>• Following on from identification of significant backlogs of both Subject Access Requests (SAR) and Freedom of Information (FOI) requests, a recovery plan was implemented in the year with monthly oversight from the Executive Management Team and the backlog was addressed by the end of February 2024.</li> <li>• The Audit and Risk Committee have asked for a report on Cyber security at the July meeting.</li> <li>• The Risk Oversight Group, chaired by the Director of Corporate Governance provides oversight of management of risks with good progress made in the financial year and a substantial assurance internal audit report received on strategic risk management.</li> <li>• It was noted there is a space for Governors to observe the committee and governors were asked to express interest.</li> </ul>	

Minute	Item	Action
	<p>Billie Critchlow (BC) requested clarification on information governance and whether the 169 incidents noted in the presented within the financial year was a high number. AD explained that this is about managing information to ensure it is used appropriately and within the law and best practice, and confirmed that all reported incidents have come back requiring no further actions following review by the Independent Commission Office (ICO). She added that high reporting can be positive as it shows that staff are escalating and reporting incidents, which supports learning and allows the Trust to continue to implement improvements. It was noted that information governance training is mandated for all staff to complete annually, with new starters required to complete this within five days of commencement in post.</p> <p>Celia Jackson-Chambers (CJC) asked for assurance that the Trust's Emergency Preparedness, Resilience and Response (EPRR) compliance which was planned to improve from 40% to 60% will be achieved. AD noted that the Trust's current compliance level is a reduction on previous years because of new compliance requirements which came into force in 2023/4 some of which are not appropriate for a Mental Health Trust, for example Hazmat training and therefore this affects the scoring. The Chair noted many Trusts have had a significant decrease in their scoring. It was confirmed the Trust is on track to make improvements in compliance as outlined.</p>	
<p>CoG 20/06/24 Item 10</p>	<p><b>Governance Report</b></p> <p>Deborah Lawrenson (DL) presented the governance report and drew attention to the following key areas:</p> <ul style="list-style-type: none"> <li>• The Annual Members Meeting is in the afternoon of the 26<sup>th</sup> September 2024 at the Owlerton Event Centre (OEC) in Sheffield. Governors are encouraged to attend, noting the importance of this opportunity to engage with members and receive the Annual Report and Accounts.</li> <li>• Declarations of interest have been received for governors currently serving with some finalisation taking place, with updated declaration forms pending from 3 current governors. Governors were requested to contact DL to seek advice if they had any concerns regarding their declarations.</li> <li>• Governors were asked to express an interest in participating in the Patient Led Assessment of the Care Environment (PLACE) assessments by 26 June so that additional information could be provided and training put in place for the assessments which will take place in the autumn.</li> </ul> <p>In relation to the Constitution, proposed changes were presented for agreement in advance of the Board of Directors, and it was noted that there may be further changes required in respect of application of new Fit and Proper Person's test requirements pending receipt of legal advice. It was confirmed if required an update will be brought to the Council of Governors in July. The Director of Corporate Governance recommended that the wording on quoracy within the Constitution is reviewed to provide additional flexibility in management of meetings and this was agreed by those governors present.</p> <p>The following proposed changes were highlighted to the governors:</p>	



Minute	Item	Action
	<ul style="list-style-type: none"> <li>• Section 1 interpretations – reference to ‘Reserve Chair should cross refer to sections 17.3 in the main body of the document and 2.8 and 2.9 of Annex 7 standing orders for Governors.</li> <li>• Due to changes in national guidance it is likely there will be amendments in respect of changes to the Fit and Proper in the Constitution to reflect these changes. Legal advice has been sought on this and if required an update will be brought to the Council of Governors meeting in July.</li> <li>• Section 17.3 - there is reference to the ‘Reserve Chair’ which is the Lead Governor. Proposed change to this to the ‘Lead or Deputy Lead Governor’ to make this clearer and removing a restriction that it can only be an elected public, service user or carer governor.</li> <li>• Annex 2 constituencies include reference to Pharmacy in section 2 relating to Medical and Clinical staff class which reflects practice and was approved previously but is not currently clear in the constitution.</li> <li>• Annex 2 constituencies –merge the Support Worker Staff class and the Clinical Support staff class as this will better support filling for these vacancies and it is often challenging to confirm which staff fit in which category aligned to workforce data.</li> <li>• Some strike throughs from the review in 2023 have not been removed so these will be taken out in this review process.</li> </ul> <p>Those present at the meeting agreed to the changes and it was agreed that an email will be sent to the full governing body to advise of this, and to seek endorsement as the meeting was not quorate. This will be reported back to the extraordinary council of Governors meeting in July to ratify the decisions following approval at the Board meeting in July. <b>Action:</b> AW/DL</p> <p>Governors were reminded to express an interest in observing board committees.</p> <p>The Annual Governance Statement 2023/24 was shared with the Council of Governors for information and prior to the Board of Directors in June for approval in the Extraordinary public board meeting.</p> <p>[TP left the meeting for the discussion on the lead governor role].</p> <p>DL explained that the current term of office for the lead governor role comes to an end on 30 June 2024 and reminded governors that it was recommended at the Council of Governors meeting in April to hold back the process for election to the lead governor role post conclusion of the governor elections. DL advised that the lead governor has agreed to stay on until the Annual Members Meeting on 26 September 2024, if agreed by the Council of Governors, to enable an election process to take place for her successor in the summer for reporting to the Annual Members Meeting in September. <b>The Council of Governors present agreed to this extension.</b></p> <p>Billie Critchlow (BC) asked if the new Lead Governor’s term of office would run from September to July or September to September given the extension to the current term of officer. DL explained the term would run for a year from September and that this would better fit with the election timetable for Governors, with the election of the Lead Governor taking place after those elections meaning more Governors would be eligible to stand, this also allows the confirmation of the new lead Governor to be made at the Annual Members Meeting</p>	

Minute	Item	Action
	<p>It was noted that currently the standard operating procedure for the election of the Lead Governor only allows for governors to stand if they have a minimum of two years left on their term of office and it is being proposed ,to open up the election more fully that the requirement be changed to one year remaining on their term of office.</p> <p>Discussion was held about longevity and forward planning and whether reducing the term of office would affect this. It was confirmed that this could be reviewed at the end of each year and a change made if necessary.</p> <p>The Council of Governors agreed to change the term of office for the lead Governor to one year. It was agreed that an email would be sent to governors not present at the meeting, advising them of the decision agreed and to seek their views and agreement to proceed with this. <b>Action:</b> AW</p> <p>[TP re-joined the meeting].</p>	
<p>20/06/24 Item 12</p>	<p><b>Draft Quality Account</b></p> <p>Tania Baxter (TB) presented the Quality Account noting that feedback received at the assurance committees and a previous Council of Governor meeting has been incorporated into the report. She highlighted the following key areas:</p> <ul style="list-style-type: none"> <li>• If any final data remains unpublished or unavailable, this will be reflected in the report, prior to finalisation.</li> <li>• Although only South Yorkshire ICB is obligated to provide comment on the report, Sheffield Healthwatch and the Local Authority Health Scrutiny Sub-committee have also provided their feedback, which has been incorporated into this report</li> <li>• The Quality Account is presented for information and feedback. Any feedback received will be incorporated within the final draft which will be presented to the Board of Directors in June 2024.</li> </ul> <p>Celia Jackson-Chambers (CJC) queried in relation to section 4.2 of the report, why it was deemed that a Quality and Equality Impact Assessment was not required in relation to the Quality Account for 2023/24. TB explained that quality assessments have taken place for the work detailed in the report and DL explained quality impact assessments were not required for annual reports as this was reflected in the work to develop them, and it was agreed the wording of this would be amended to make this clear. <b>Action:</b> TB</p>	
<p>CoG 20/06/24 Item</p>	<p><b>Any other business</b></p> <p>The Chair advised the Council of Governors that Julie Kitlowski public governor would be finishing her term of office at the end of July 2024, and thanked her for input and support during her time as a governor.</p> <p>The Chair reminded governors that feedback for NED appraisals is due and any feedback would be greatly appreciated.</p> <p>The Chair advised the Council of Governors that Deborah Lawrenson, Director of Corporate Governance will be retiring in October 2024, and she was thanked for her support with the Council of Governors during her time with the Trust.</p>	
<p>CoG 20/06/24</p>	<p><b>Reflections on the meeting effectiveness and unconscious bias</b></p>	

Minute	Item	Action
Item	AD highlighted that in earlier discussions on the increase in ADHD referrals, BD had commented on cultural and social taboo in relation to ADHD and Autism diagnoses, she noted that she would reflect on this. It was noted that this is included in the Patient Carer Race Equality Framework (PCREF) work.	
	<b>CLOSE</b>	

The next meeting of the Council of Governors will be held on Wednesday 16<sup>th</sup> October 2024.