Board Report – July

**Dr Buki Adeyemo named by HSJ in Top 10 CEOs of 2024**

We are absolutely delighted that the Health Service Journal has named Dr Buki Adeyemo, Chief Executive, as one of the top 10 CEOs in the NHS for 2024. Buki came an impressive 8th in the annual list of top NHS CEOs. Our congratulations to go Buki for this recognition of all that she does for Combined and her leadership across the NHS Region and Nationally.

HSJ said:

"The judges were asked to choose the top 50 based on three criteria: the performance of the organisation they lead, their contribution to the wider NHS, and the personal example they set. One very encouraging sign is the presence of seven chief executives from a minority ethnic background in the 2024 top 50, up from four last year and just two in 2022. The standout performance is from Dr Adeyemo."

**Well-Led Review**

At the end of last year, we did some work with Deloitte to review our leadership performance across the Trust including the Board. The report from this review has now been finalised and we have already begun to work though the recommendations and think about how we want the board and its committees to look and operate going forward and what we should do differently. The report is not just about the Board so the executive team will consider how the findings can be usefully shared across the wider leadership of the Trust.

**Leadership Academy**

I had the pleasure of joining the session of the Leadership Academy on Psychological Safety last week. It was extremely well attended with over 60 participants at one point. The aim was to learn why Psychological Safety was particularly important in a healthcare setting and the role of each of us in creating this for colleagues and teams. A good, open discussion and sharing of the challenges associated with our work at the moment and agreeing that hard as we try, the chances of getting absolutely everything right every day were slim. The emphasis was on creating a culture where people felt safe to speak up, share their thoughts on things that were going well and not so well and not fear that there might be repercussions when things went wrong. This session works well in conjunction with the work we are doing on a creating a just and learning culture and our focus on openness. We also had an overview of the staff survey results as a context to our thinking. Thanks to Dr Sarah Lunt, Jodie Nicholls and Marie Barley for this session.

**Non-executive recruitment**

Several changes to the board have created some vacancies for non-executive members and we have recently completed a successful recruitment exercise for the chair of our People, Culture and Development Committee and are currently going through the process of bringing the successful candidate into the Trust when we will be able to confirm who they are. Similarly, we have identified a new Associate non-executive director who we hope will be joining shortly. We are starting a new process to recruit a chair for our Audit Committee following the departure of Phil Jones last month. In the meantime, Jennie Koo will chair the Audit Committee on an interim basis and my thanks to Jennie for stepping into this role.

**Change of Government**

The general election is now over, and we have a substantially different political landscape in the UK. As an apolitical organisation and a public service, our role in Combined is unchanged by a change in Government unless and until new policies are communicated to us through the Region and the System and policy change can take a long time to translate into changes on the ground. In the meantime, our tasks continue as before which are to provide compassionate care to our patients and service users, support and value our workforce and work with our partners in Staffordshire and Stoke on Trent to deliver healthcare services to our communities. Thank you for your part in this work.

Janet Dawson

Chair