

KEY MESSAGES FROM THE BOARD MEETING HELD ON 2ND NOVEMBER 2021

Report from the Chair

Tony Osmanski mentioned that the ICS Board will be in place from April 2022 and Patricia Hewitt has been appointed as the ICS Board Chair Designate. The interviews for the CEO of the ICS Board have now taken place and we are waiting to be notified of the outcome. Tony Osmanski had attended various external meetings and had chaired one of the National Community Providers forums and commented on the fact that the challenges and system pressures are being seen across the country.

Report from the CEO

Ian Hutchison talked through the key points with the main focus being the staffing and system pressures. Ian Hutchison mentioned that ECCH had received very positive feedback from system partners and GPs following the Community Services Review. The ECCH 10th birthday celebration events have been well received by staff members and they appreciated that all sites had been included. Ian Hutchison mentioned that Patricia Hewitt is planning to visit Great Yarmouth and Waveney, Patricia has previously visited Hamilton House and is keen to visit some of the PCH's this time.

Report from the Staff Directors

The Board received the report from the Staff Directors which covered the key messages from the last Shareholder Council meeting and the plans which the staff directors will be taking forward. The Shareholder Council are currently planning an away day to look at key priorities and team development as core members. A Shareholder Council effectiveness survey has been issued to all core members and this will also be reviewed during the away day. Amy Vallis and Roxy King will be developing a timetable for core members and Non-Executive Directors to go out and visit the teams on site. John Niland, Non-Executive Director said this would be really beneficial and welcomed this idea.

The Staff Directors also attend a bi-monthly meeting with similar CIC's in the East of England and this is useful in terms of engagement and networking and will be looking to extend this to a wider group. Amy Vallis said that the feedback from staff following the 10th birthday events has been great and the events very much appreciated. Tony Osmanski thanked the staff directors and commented on the improved format of the Board report.

Shareholder Report

The Board received the Shareholder report for the reporting period 2nd September and 29th October 2021. 24 new applications have been received in this reporting period and after Board ratification the total number of shareholders will stand at 543 and equates to 80% staff ownership.

Review of the Board Terms of Reference

Tony Osmanski presented the Board Terms of Reference which are due for annual review. Anna McCreddie would like to see a reference to culture and Ian Hacon would like staff wellbeing to be included; this was agreed by the Board and the Terms of Reference will be revised.

Anti-Racism Pledge

The Board agreed the following statement for external publication:

Our Commitment to the Regional Anti-Racism Strategy: "We at ECCH pledge our commitment to promoting diversity and inclusion in the workplace as well as in the provision of our services and among our community stakeholders. We acknowledge that racism exists and we stand together to support our staff, volunteers, patients, clients and communities by stamping out racism. We will proactively challenge racist behaviours and are committed to being a fully inclusive organisation."

Report from the Integrated Governance Committee

Anna McCreadie, Chair of IGC, said it had been a good meeting and welcomed Roxy King to the meeting in her role as Staff Director. The group noted the positive feedback regarding the establishment of the 'Ecchademy' and an excellent Research Report had been received and it was proposed that this continues and focuses on research impacting community services. The meeting focused on the key aspects of the Quality Report which covered staff sickness and staff wellbeing. Anna McCreadie said this is in line with the conversations being held at the Leadership Team meetings. The IGC understands that vacancy rates and sickness absence is high on the ECCH agenda and resilience and capacity is a concern and is being addressed.

Board Assurance Framework

The Board received the Board Assurance Framework which provides detail of the strategic corporate risks as at September 2021. Paul Benton outlined that there will be a transition to the newly formatted report which will align to the strategy and transformation work.

Operational Performance

The Board received a report on Operational Performance for the period August and September 2021 for information and assurance. Adele Madin talked through the report and highlighted that despite the system pressures our teams are doing incredibly well and reaching the targets we need to achieve.