

**HIGHLAND NHS BOARD
 MEETING OF BOARD**

Tuesday 25 March 2025 at 9.30am
Virtual Meeting Format (Microsoft Teams)

- **All Board Member cameras should be turned on**
- **Use raise hand facility to discuss items – do not use MS Teams chat**

Distribution 18 March 2024

AGENDA

Time	1.	Standing Items	
09:30	1.1	Welcome and Apologies.	
	1.2	Declarations of Interest Members are asked to consider whether they have an interest to declare in relation to any item on the agenda for this meeting. Any Member making a declaration of interest should indicate whether it is financial or non-financial and include some information on its nature. Advice may be sought from the Board Secretary's Office prior to the meeting taking place.	
09:35	1.3	Minute of Previous meeting of 28 January 2025 and Action Plan The Board is asked to approve the minutes of meeting of 28 January 2025 and note the action plan.	PP.1-10 Excel Sheet
09:40	1.4	Matters Arising	
09:45	2.	Chief Executive's Update Fiona Davies, Chief Executive The Board is asked to note the update.	PP.266-267
10:00	3.	Health Board Collaboration and Leadership Fiona Davies, Chief Executive The Board is invited to note: a) the commitment set out by the First Minister to progress the renewal and reform of the NHS in Scotland, and associated requirement for the Board to seek assurance on delivery of these commitments. b) the evolution of the new governance arrangements which are intended to enable and foster stronger collective accountability whilst underpinning the strength of local accountability mechanisms. The Board is asked to acknowledge and endorse: c) the duality of their role for the population/Board they serve as well as their contribution to population planning that will cross traditional Board boundaries and approves local implementation of this approach, consistent with DL(2024)31 and 12 (J) of the 1978 NHS Scotland Act d) the anticipated increased pace of change and requirement for regional and national collaboration in coming weeks and months as there is requirement to deliver the principles set out by the First Minister in his speech on 27 January, to deliver efficiencies and savings and to put into action the commitments set out in the three reform documents.	PP.11-14

		The Board is invited to note that in response to these changes, it is recognised that there is requirement to refresh the traditional approach to Board performance framework and indeed Executive personal objectives, which was referenced in Caroline Lamb's letter of 7 February.	
10:10	4.	Governance and other Committee Meeting Summaries and Minutes Escalation of issues by Chairs of Governance Committees	
	a)	Finance, Resources and Performance Committee agreed minute of 7 February 2025 and summary of meeting of 14 March 2025	PP.15-21
	b)	Staff Governance Committee summary of 4 March 2025	PP.22-23
	c)	Highland Health & Social Care Committee summary of 5 March 2025	PP.24
	d)	Clinical Governance Committee summary of 6 March 2025	PP.25-26
	e)	Audit Committee summary of 11 March 2025	PP.27-28
	f)	Argyll and Bute Integration Joint Board Minute 29 January 2025	PP.29-34
		The Board is asked to: (a) Confirm adequate assurance has been provided from Board governance committees, and (b) Note the meetings summaries, Minutes and agreed actions.	
<u>PERFORMANCE AND ASSURANCE</u>			
10:30	5.	Integrated Performance and Quality Report Report by David Park, Deputy Chief Executive Assurance Level Proposed – Limited The Board is asked: <ul style="list-style-type: none"> • Take Limited Assurance and Note the continued and sustained pressures facing both NHS and commissioned care services. • Consider the level of performance across the system. 	PP.268-307
11:00	6.	Finance Assurance Report – Month 10 Report by Heledd Cooper, Director of Finance Assurance Level Proposed – Limited The Board is asked to Examine and Consider the content of the report and take Limited Assurance	PP.35-56
11:25	Comfort Break		
11:40	7.	Argyll and Bute IJB Opening Offer Report by Heledd Cooper, Director of Finance Assurance Level Proposed – Moderate The Board is asked to take Moderate Assurance and Approve the budget offer to Argyll and Bute Integration Joint Board.	PP.57-60

11:50	8.	Corporate Parenting Update Report by Dr Tim Allison, Director of Public Health and Health Policy Assurance Level Proposed – Moderate The Board is asked to: <ul style="list-style-type: none"> • take Moderate Assurance from the report and • Note the update for awareness purposes. 	PP.61-88
12:00	9.	Corporate Risk Register Report by Dr Boyd Peters, Medical Director Assurance Level Proposed – Substantial The Board is asked to: <ul style="list-style-type: none"> • Note the content of the report and take Substantial Assurance it provides confidence of compliance with legislation, policy and Board objectives. 	PP.308-322
12:10	10.	Whistleblowing Standards Report – Quarter 3 Report by Gareth Adkins, Director of People and Culture Assurance Level Proposed – Moderate The Board is asked to: <ul style="list-style-type: none"> • Note the content of the report. • Take Moderate Assurance that the content of the report provides confidence of compliance with legislation, policy and Board objectives noting challenges with timescales due to the complexity of cases and investigations. 	PP.89-95
12:20	11.	Equality, Diversity and Inclusion Workforce Strategy Report by Gareth Adkins, Director of People and Culture Assurance Level Proposed – Substantial The Board is asked to: <ul style="list-style-type: none"> • Take Substantial Assurance from the content of the report, and • Approve the strategy document for publication. 	PP.96-116
12:30		LUNCH BREAK	
13:00	12.	Equal Pay Statement and Pay Gap Report 2025 Report by Gareth Adkins, Director of People and Culture Assurance Level Proposed – Substantial The Board is asked to <ul style="list-style-type: none"> • Note the content of the report. • Take Substantial Assurance the content of the report provides confidence of compliance with legislation, policy and Board objectives. 	PP.117-143

13:15	13.	Equalities Outcomes and Mainstreaming Progress Report 2021-25 Report by Gareth Adkins, Director of People and Culture Assurance Level Proposed – Moderate The Board is asked to <ul style="list-style-type: none"> • Note the content of the report. • Take Moderate Assurance the content of the report provides confidence of compliance with legislation, policy and Board objectives. • Approve – The Equalities Outcomes and Mainstreaming report prior to submission and publication to meet the legal requirement. 	PP.144-162
13:25	14.	Equality Outcomes 2025-29 Report by Gareth Adkins, Director of People and Culture Assurance Level Proposed – Moderate The Board is asked to: <ul style="list-style-type: none"> • Note the content of the report. • Take Substantial Assurance the content of the report provides confidence NHS Highland is complying with the requirements of the Equality Act 2010 and the Specific Duties (Scotland) Regulations 2012 • Approve the Equality Outcomes 2025-29 for publication. 	PP.163-183
13:30	15.	Health and Care (Staffing) Act 2019 Q3 Report and Annual Report 2024-25 Report by Gareth Adkins, Director of People and Culture Assurance Level Proposed – Moderate The Board is asked to: <ul style="list-style-type: none"> • Note the requirements placed on the Board by the Act. • Take Moderate Assurance, review and scrutinise the information provided in the report/appendices, and Approve the report. 	PP.184-205
13:45	16.	Employability Strategy Report by Gareth Adkins, Director of People and Culture Assurance Level Proposed – Substantial The Board is asked to <ul style="list-style-type: none"> • Take Substantial Assurance from the content of the report. • Approve the strategy document for publication. 	PP.206-224
14:00	17.	Review of Argyll and Bute HSCP Integration Scheme 2025 Report by Gareth Adkins, Director of People and Culture Assurance Level Proposed – Substantial The Board is asked to note : <ol style="list-style-type: none"> a) the requirement for a review of the current Argyll and Bute Health and Social Care Partnership Integration Scheme to be carried out by 23rd March 2026. b) the steps being proposed by the Argyll and Bute Integration Joint Board in respect of carrying out the review, including the formation of a working group, and c) that further updates in respect of the review will be prepared for future meetings of Argyll and Bute Council, IJB and NHS Highland Board. 	PP.225-227

14:15	18.	Annual Code of Corporate Governance Review Report by Ruth Daly, Board Secretary Assurance Level Proposed – Substantial The Board is asked to: (a) Take Substantial Assurance from the report and Approve the updates to the Code of Corporate Governance as set out in the appendices to the report. (b) Note that the full suite of control documents will be revised and re-uploaded to the web once approved by the Board. Board members can access the complete online 2024 Code of Corporate Governance which incorporates all control documents. Only the sections of the Code that will be revised are circulated to this meeting.	PP.228-255
14:20	19.	Annual Board and Committee Workplans 2025-26 Report by Ruth Daly, Board Secretary Assurance Level Proposed – Substantial The Board is asked to Approve the Board and Governance Committee Workplans for 2025/26.	PP.256-258 & Excel Sheet
14:25	20.	Governance Committee memberships Report by Ruth Daly, Board Secretary on behalf of Sarah Compton Bishop, Board Chair Assurance Level Proposed – Substantial The Board is asked to Approve the changes to Committee memberships with effect from 1 April 2025.	PP.259-265
14:30	21.	Any other Competent Business	
Date & Time of Next Meeting			
27 May 2025 at 9.30am			
Close of meeting			