

**Draft Minutes Council of Governors' Meeting held in public
on Thursday 8th July 2021 from 5pm – 7pm via video conferencing**

PRESENT:	Mark Lam	Trust Chair
Governors:	Patrick Adamolekun	Staff Governor
	Roshan Ansari	Public Governor, Tower Hamlets
	John Bennett	Public Governor, Tower Hamlets
	Shirley Biro	Public Governor, Newham
	Robin Bonner	Staff Governor
	Steven Codling	Public Governor, Central Bedfordshire
	Jane Connolly	Public Governor, Rest of England
	Katherine Corbett	Staff Governor
	Joseph Croft	Staff Governor
	Caroline Diehl	Public Governor, Hackney
	Darlene Dike	Public Governor, Hackney
	Tee Fabikun	Public Governor, Newham
	Susan Fajana-Thomas	Appointed Governor, Hackney
	Obayedul (Arif) Hoque	Public Governor, Tower Hamlets
	Tony Isles	Staff Governor
	Carol Ann Leatherby	Public Governor, Newham
	Khtija Malik	Appointed Governor, Luton
	Reno Marcello	Public Governor, City of London
	Beverley Morris	Public Governor, Hackney
	Caroline Ogunsola	Staff Governor
	Jamu Patel	Public Governor, Luton
	Larry Smith	Public Governor, Central Bedfordshire
	Suzana Stefanic	Public Governor, Central Bedfordshire
	Felicity Stocker	Public Governor, Bedford Borough
	Ernell Watson	Public Governor, Newham
	Jim Weir	Appointed Governor, Bedford Borough
	Lily Wheeler	Staff Governor
	Aidan White	Public Governor, Newham
	Paula Williams	Public Governor, Luton
	Keith Williams	Public Governor, Luton (Deputy Lead Governor)
IN ATTENDANCE:	Aamir Ahmad	Non-Executive Director
	Paul Calaminus	Chief Executive
	Tanya Carter	Executive Director of People and Culture
	Anit Chandarana	Non-Executive Director
	Steven Course	Chief Finance Officer
	Richard Fradgley	Executive Director of Integrated Care
	Dr Paul Gilluley	Chief Medical Officer
	Philippa Graves	Chief Digital Officer
	Alex Hadayah	Lead Therapist - Community Health Service
	Tajmina Khanam	Governors and Membership Apprentice
	Norbert Lieckfeldt	Corporate Governance Manager
	Edwin Ndlovu	Chief Operating Officer
	Meena Patel	Membership Officer
	Stephanie Quitaleg	Senior Executive Assistant
	Joanna Raphael	Head of Therapies
	Dr Amar Shah	Chief Quality Officer
	Eileen Taylor	Vice Chair
	Krushni Vaidya	Specialist Occupational Therapist
	Dr Mohit Venkataram	Executive Director of Commercial Development

Deborah Wheeler Non-Executive Director

APOLOGIES: Viv Ahmun Appointed Governor, Voluntary Sector
Dawn Allen Public Governor, Bedford Borough
Rehana Ameer Appointed Governor, City of London
Adam Foreman Public Governor, Hackney
Sebastian Taylor Public Governor, Hackney
Mark Underwood Public Governor, Central Bedfordshire

ABSENT: Victoria Aidoo-Annan Staff Governor
Amina Ali Appointed Governor, Tower Hamlets
Zulfiqar Ali Appointed Governor, Newham
Mark Dunne Staff Governor

1. Welcome

- 1.1. Mark warmly welcomed everyone to the meeting, acknowledging the current rising concern over the Delta variant in the community.

2. Apologies for Absence

- 2.1. Apologies were noted from Governors as recorded in the meeting attendance list above.

3. Declarations of Interest

- 3.1. Mark Lam declared an interest related to Agenda Item 12 and will absent himself from the meeting at that point.

4. Minutes of the Previous Meeting on 13 May 2021

- 4.1. The Minutes of the meeting held in public were AGREED as an accurate record.

5. Action Log and Matters Arising from the Minutes

- 5.1. Governors noted the updated Action Log, with some items scheduled on the agenda for this meeting.
- 5.2. Information on item 169 (Council discussions around North East London (NEL) and Bedfordshire, Luton and Milton Keynes (BLMK) Integrated Care Systems (ICSs) will be circulated outside of the meeting.
- 5.3. There were no matters arising.

6. Trust Performance Areas

- 6.1. **Plans for Long Covid Provision:** Alex Hadayah & Joanna Raphael presented, highlighting:
- Development of a cross-Borough hub in Newham and Tower Hamlets to signpost service users diagnosed with Long Covid to existing or new pathways for treatment, providing a link between Primary Care and Secondary Care.
 - A variety of symptoms are now associated with this new condition, ranging from anxiety to musculo-skeletal pain presenting challenges around how to best

support these service users and manage expectations. It has however provided positive opportunities for integrated team working across Newham and Tower Hamlets.

- New data around Long Covid continues to be produced, with service users receiving lots of information around subjects such as fatigue self-management and breathing exercises.
- The hub is a triage service following referral by a GP or via Bart's clinics, and includes a nurse/psychologist, a physiotherapist, a respiratory consultant and two GPs, with a wide range of markers being used in the baseline assessments.
- There has been a huge psychological impact for most of these patients, some of whom have spent time in an ICU. Access to the IAPT service is offered where possible; however there is a realisation that establishing pre-existing conditions remains a challenge.
- There have been significantly higher patient numbers than initially expected with knock-on resourcing difficulties although agreement for additional funding has now been received.

6.2. Krushi Vaidya spoke of the BLMK Post Covid Assessment hub which was set up in April 2021, highlighting

- The assessment hub currently consists of a GP and two nurses however recruitment to more posts is ongoing.
- This includes IAPT and the Chronic Fatigue Syndrome service, with referrals to respiratory and cardiac teams if required.
- The team's strength lies in the multi-disciplinary, integrated and patient-centred approach with the huge psychological impact on these patients also being highlighted.

6.3. In discussion Governors received assurance that:

- There is screening for people who have had respiratory conditions previously, prior to referral to the hub.
- There remains an ongoing national debate over the clinical recognition of Long Covid but plans to support patients are progressing regardless
- There are onward referrals to social prescribers with the current focus on psychological support and a rise in undiagnosed asthma conditions.

6.4 The Chair thanked the team for their pioneering work in this new evolving area.

6.5 **Supporting our Staff during and after the pandemic:** Tanya Carter presented, highlighting:

- Prior to the pandemic a Well-being offer for staff was already in place, focusing on physical, environmental, social, financial and emotional support.
- From the beginning of the pandemic contact with teams throughout the Trust was made through a range of avenues including 'Thank You' phone calls from the CEO, access to support lines, physical check-ins, providing accommodation for staff if required and provision of PPE as well as the timely distribution of copious 'freebies' to staff.
- Subscription to the *Yoopies* childcare platform enabling staff to connect with childcare provision.
- Action on the offer of Vitamin D provision for all staff following feedback from the BAME network, resulting in 3,000 staff taking up the offer of a three months' supply.
- The setting up of a Shielding Group for clinically vulnerable staff, enabling them to remain socially connected to the Trust.

- Initiatives such as long service and exceptional leave programmes, Organisation Development (OD) support for staff and teams, employee assistance, ongoing support within the bullying and harassment procedures and the highest ever take up of the flu vaccination amongst staff.
- The success of the online learning programmes set up for the children of staff, with a curriculum through key stages 1 to 4 and the engagement of over 1400 children over a seven week period. Also included an After School Club and ran during half term.
- No significant change to the overall results of the Staff Survey, except around musculo-skeletal issues which is not surprising. The Trust has made extensive provision of equipment enabling staff and other initiatives to work from home safely.
- Initiatives run on wider issues such as menopause guidance and Non-Violent Resistance (NVR) parenting classes around gangs and knife crime, continuing focus on leadership development, the relaunch of the employee assistance programme plus an NHS England (NHSE) Pulse Survey in May, the results of which will be circulated.
- Well-being conversation guidance for managers and staff and regular ELFT BE WELL newsletter.
- Procurement and circulation of Well-being apps.
- The winning of an Health Service Journal (HSJ) award in the Workforce Race Equality Standard (WRES) category in recognition of their entry on “Compassion & Equality in Work Relations”
- Online staff events around reflection and gratitude with future awards event planned.
- A hardship fund was established, supporting seriously ill staff and their families.

Governors noted the following assurance in relation to questions raised:

- The *Yoopies* platform is continuing following positive feedback from staff.
- Following on from the Staff Survey, the Pulse Surveys will continue to be sent out at regular intervals.
- The classes around knife crime and gangs were an online 10 week class to provide coping strategies for parents and is ongoing. Next cohort is already underway.
- The Trust was asked by NHS England/NHS Improvement (NHSE/I) to share various aspects of the offers we provided with other Trusts and this is ongoing.

The Council **RECEIVED** and **DISCUSSED** the reports and asked for a future update on the work on Long Covid. The Chair thanked the People and Culture Team for all their innovative work during the pandemic in caring for and supporting ELFT staff.
[**ACTION:** Update on Long Covid on Council Forward Plan]

7. Council of Governor Reflection and Review of Effectiveness

- 7.1. Mark Lam presented a summary of the feedback provided following the discussion in breakout rooms at the recent Council meeting around the Council’s effectiveness review.
- 7.2. He highlighted in particular that while the poll of Governors at the meeting showed satisfaction with communications and information provided to the Council, work continues to be needed in particular to ensure Governors feel more assured about the Trust’s performance.

- 7.3. A range of engagement mechanisms will continue to be used to gather further suggestions and reflections of the Governors
- 7.4. The Council **NOTED** the report.

8. Council of Governors Strategic Priorities

- 8.1. The strategic priorities set for 2021 will all have been met by the end of this year. Governors were asked to put forward options for 2022, via group discussions in breakout rooms.
- 8.2. Topics fed back from the groups included: CAMHS early intervention and general children's health pathways, staff wellbeing, tackling inequalities both within ELFT and the local community, Long Covid, operational evidence and transparency, more visibility for LD, developing an ongoing understanding of changing legislation, wider early intervention systems, final discharge from services, employment services, suicide prevention, integrated assessment and the embedding of equalities into all aspects of the Trust's work.
- 8.3. **ACTION:** Governors and Members Office will report back with a provisional themed summary of priority sessions for 2022; those topics not being a strategy-level priority will be addressed through other means (Council report, development sessions and other opportunities)
- 8.4. The Council **NOTED** the Governor survey results and **DISCUSSED** the priorities for 2022.

9. Council Elections Update

- 9.1. Nominations will be sent out shortly and Norbert Lieckfeldt advised that the involvement of young people is being actively sought via CAMHS People Participation.
- 9.2. The Council **RECEIVED** and **NOTED** the update

10. Report, Significant Business and Strategy Committee (SBSC)

- 10.1. John Bennett, Chair of SBSC, reported that work around the impact of the Integrated Care Systems (ICSs) on the Trust would benefit from wider Governor engagement and joint discussions between Governors within North East London (NEL) and Bedfordshire, Luton and Milton Keynes (BLMK) is actively being explored.
- 10.2. At the recent NHS Providers Conference there was a focus on the role of Governors within an ICS and guidance is expected later in the year. The Council noted it is hoped that this will be in the form of permissive guidance for Trusts and not 'one size fits all'.
- 10.3. The Council will be kept updated regularly about developments.
- 10.4. The Council **RECEIVED** and **NOTED** the report

11. Report, Communications and Engagement Committee

11.1. The Council **RECEIVED** and **NOTED** the report

13. Any Other Urgent Business/Questions from the Public

13.1 None advised.

The meeting ended at 6.30pm.

14. Date and Time of Next Meeting:

Dates of future Council meetings (Thursdays 5-7pm):

- 9 September 2021
- **AGM/AMM:** 12 October 2021 4:00pm – 5:30pm
- 11 November 2021
- 20 January 2022
- 10 March 2022