

Council of Governors

Date of meeting	30 September 2026
Report Title	Appointments and Performance Committee Report
Executive/NED Lead	Rebecka Fosher, Director of Governance
Report author(s):	Anthony May, Interim Trust Secretary
Action required:	For assurance

Executive summary
The Appointments and Performance Committee is a statutory Committee of the Council of Governors. To date during 2026/27 the Committee has met on two occasions. A summary of the items considered at these meetings is provided below. 1. Committee Role and Terms of Reference Review The committee reviewed its terms of reference and proposed an amendment to the Council to ensure consistency in the use of gender-neutral language, specifically in relation to references to the Chair. The proposed change was subsequently approved at the Council's June meeting. 2. Interim Chair Performance Review Outcome 2025-26 The Senior Independent Director (SID) presented the outcome of the Interim Chair's performance review, which was undertaken together with the Lead Governor. The NHS England process requires that Chairs are rated either 'satisfactory' or 'cause for concern'. Based on this scale, the Appointments and Performance committee recommended a rating of 'satisfactory' which was subsequently approved by the Council and shared with NHS England. 3. Non-Executive Directors' performance review outcome 2025-26 The Chair presented a report summarising each of the Non-Executive Director's performance appraisals, which were discussed and recommended to the Council for approval. Performance ratings were subsequently confirmed by the Council for all Non-Executive Directors and the Associate Non-Executive Directors. 4. Non-Executive/Associate Non-Executive Succession Planning An initial discussion was held during June regarding Non-Executive Directors reaching the end of their term during Autumn / Winter 2026. This was subsequently discussed by the Trust Board and Remuneration and Nominations committee, and commencement of recruitment was approved by the Appointments and Performance Committee during September. Recruitment will address the vacancies arising from Karen Sinnott reaching the end of her term on 30 November 2026, Mark Millar reaching the end of his term on 31 December 2026, and the additional vacancy created by the resignation of Freda Bhatti.
Action requested of the Council
The Council is invited to note the decisions made by the Appointments and Performance Committee.