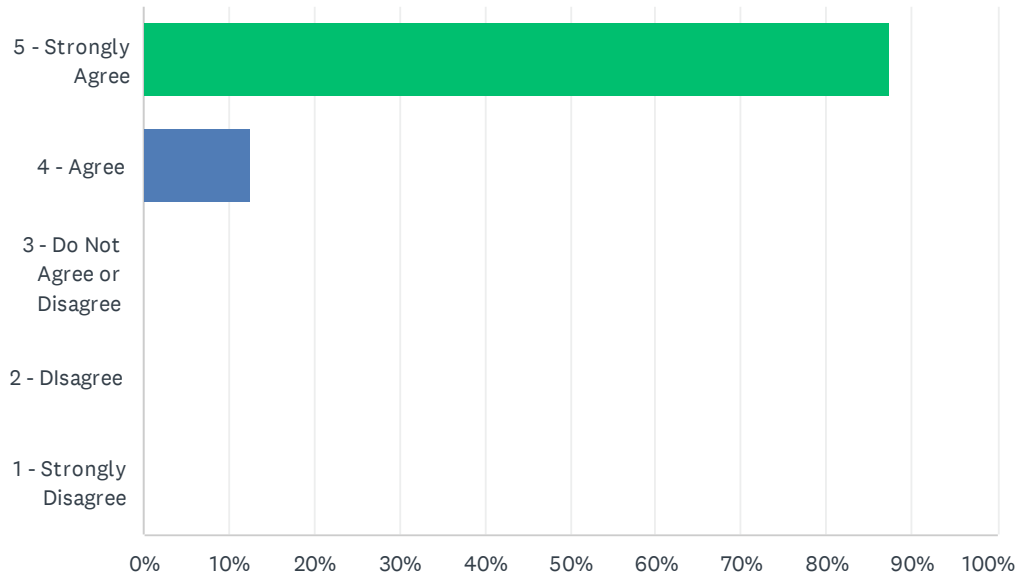


## Q1 The chair is a non-executive Board member and possesses an appropriate level of relevant experience.

Answered: 8 Skipped: 0

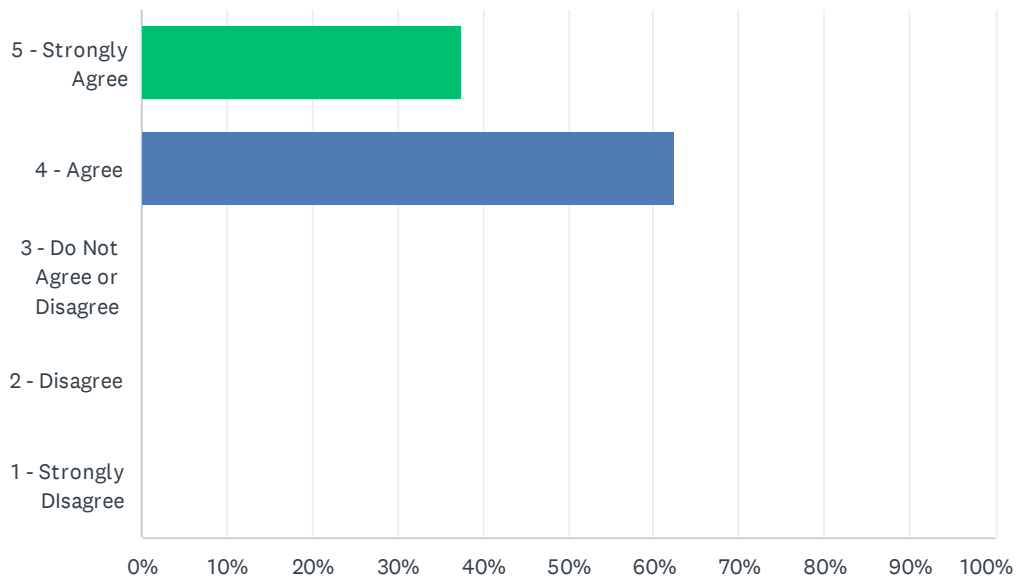


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	87.50%	7
4 - Agree	12.50%	1
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		8

#	COMMENTS AND/REASONS FOR RATING:	DATE
1	Chair is an experienced NED.	1/20/2025 3:23 AM
2	Amanda chairs the committee in an exemplary manner.	1/13/2025 9:16 PM
3	Excellent Chair and well structured meetings.	12/23/2024 10:17 AM

**Q2 The Committee terms of reference clearly, adequately & realistically set out the Committee's role and the scope of its responsibilities and have been approved by the Committee and the Board of Directors.**

Answered: 8 Skipped: 0

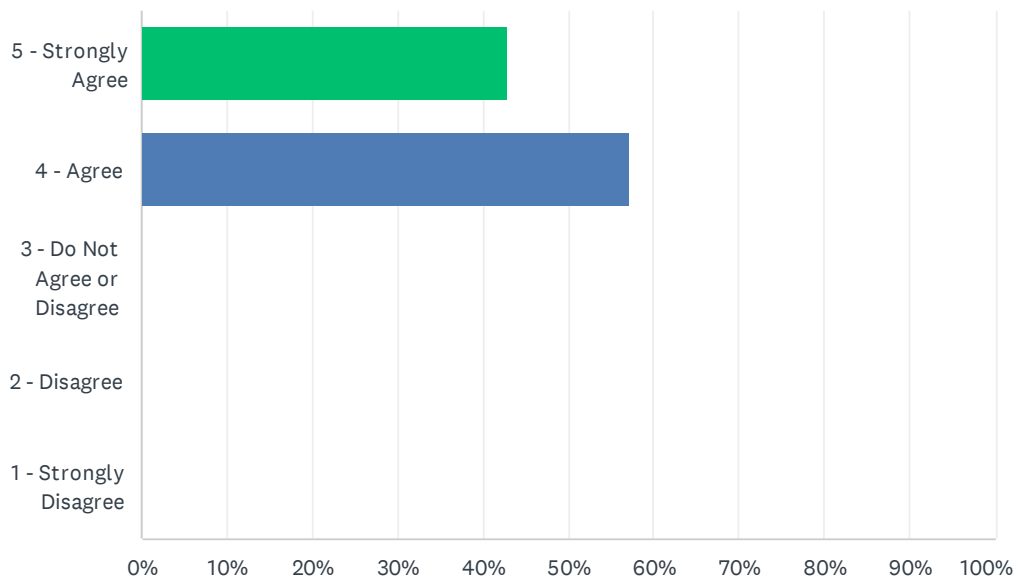


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	37.50%	3
4 - Agree	62.50%	5
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
<b>TOTAL</b>		<b>8</b>

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Regularly reviewed.	1/3/2025 6:36 PM
2	All in place and reviewed regularly	12/23/2024 10:17 AM

### Q3 The Board was active in its consideration of Workforce Committee composition.

Answered: 7    Skipped: 1

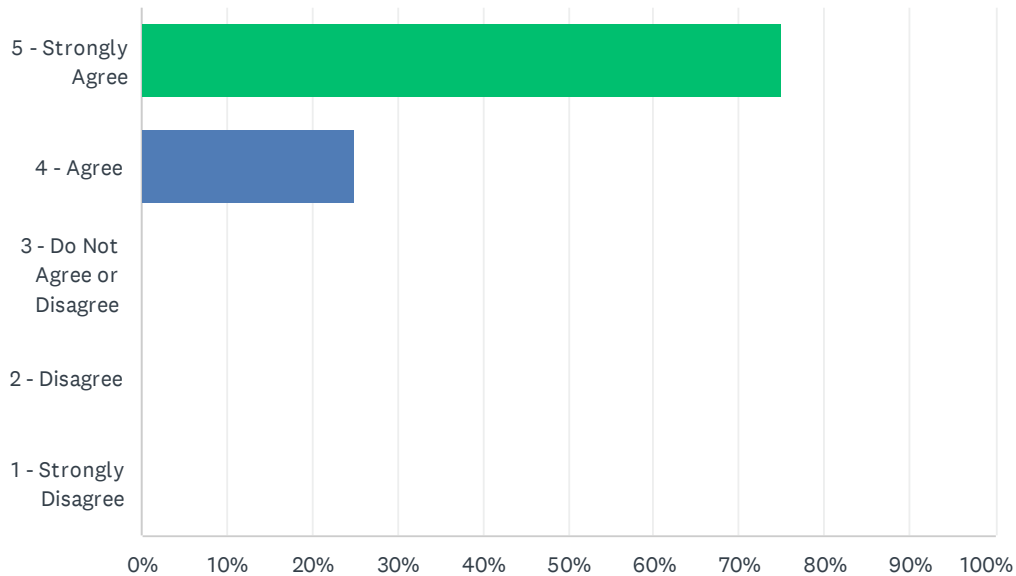


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	42.86%	3
4 - Agree	57.14%	4
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		7

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Membership selection has been intentional to reflect skills and experience.	1/3/2025 6:36 PM
2	This was undertaken before I joined the committee	12/23/2024 10:17 AM

## Q4 Committee members have a good understanding of what is expected of them in their role and have the skills and expertise to scrutinise the business of the Committee

Answered: 8 Skipped: 0

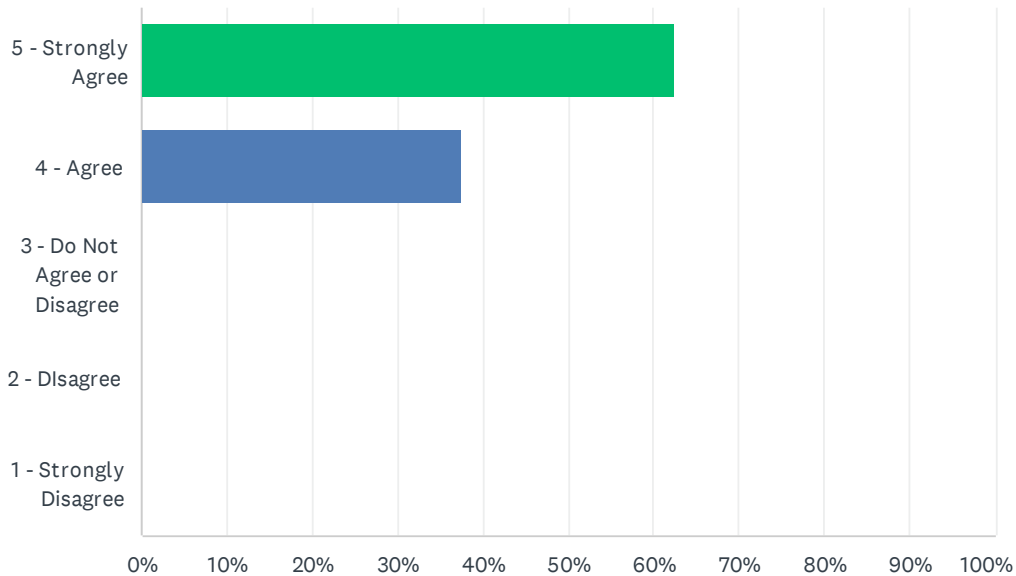


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	75.00%	6
4 - Agree	25.00%	2
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
<b>TOTAL</b>		<b>8</b>

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Clearly defined in the terms of reference and there is adequate expert knowledge in the committee.	1/3/2025 6:36 PM
2	Very professional group of members with expertise in all the key topics discussed.	12/23/2024 10:17 AM

## Q5 The Committee's actions reflect independent, ethical behaviour, adherence to good practice guidance and the best interests of the Trust and its stakeholders.

Answered: 8 Skipped: 0

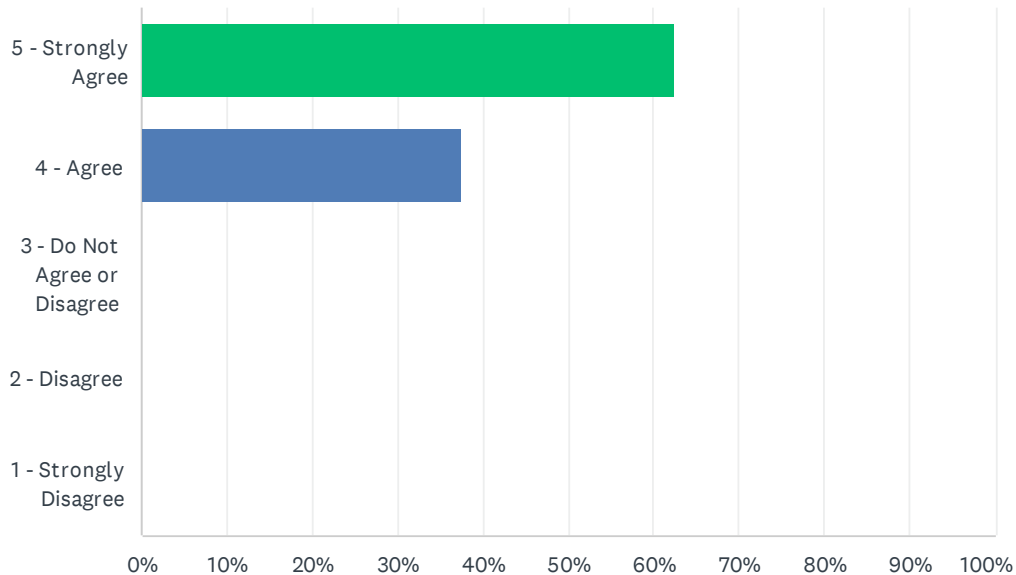


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	62.50%	5
4 - Agree	37.50%	3
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		8

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Good challenge provided by committee members	12/24/2024 9:18 AM
2	Key strength of the Committee's membership.	12/23/2024 10:17 AM

## Q6 The Committee reports to the Board of Directors throughout the year demonstrating compliance with its terms of reference and provides the Board of Directors with assurance on the effective operation of systems and procedures within its remit

Answered: 8 Skipped: 0

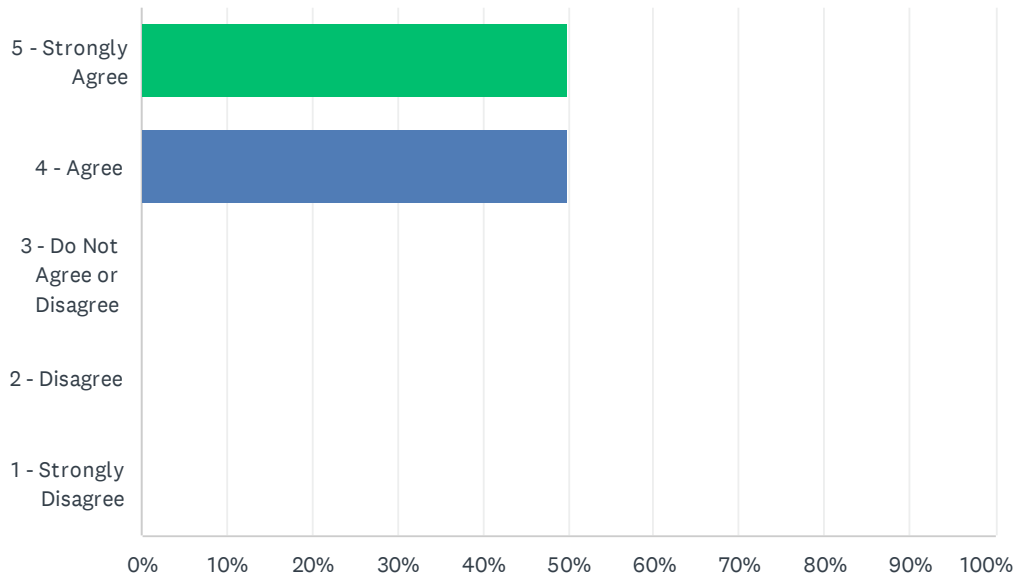


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	62.50%	5
4 - Agree	37.50%	3
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		8

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	A Chairs report is presented after each meeting.	1/3/2025 6:36 PM
2	Good communication via written reports and meetings	12/23/2024 10:17 AM

**Q7 The terms of reference are reviewed annually and take into account governance developments and the remit of other Committees within the organisation.**

Answered: 8 Skipped: 0

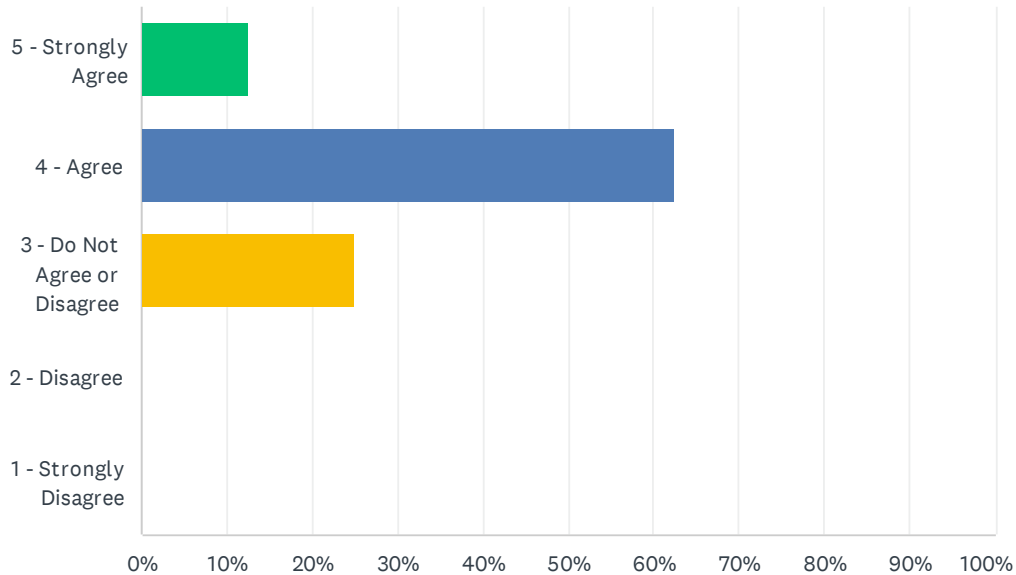


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	50.00%	4
4 - Agree	50.00%	4
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		8

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Yes	1/3/2025 6:38 PM

## Q8 Are changes to the Committee's current and future workload discussed and approved at Board level?

Answered: 8 Skipped: 0



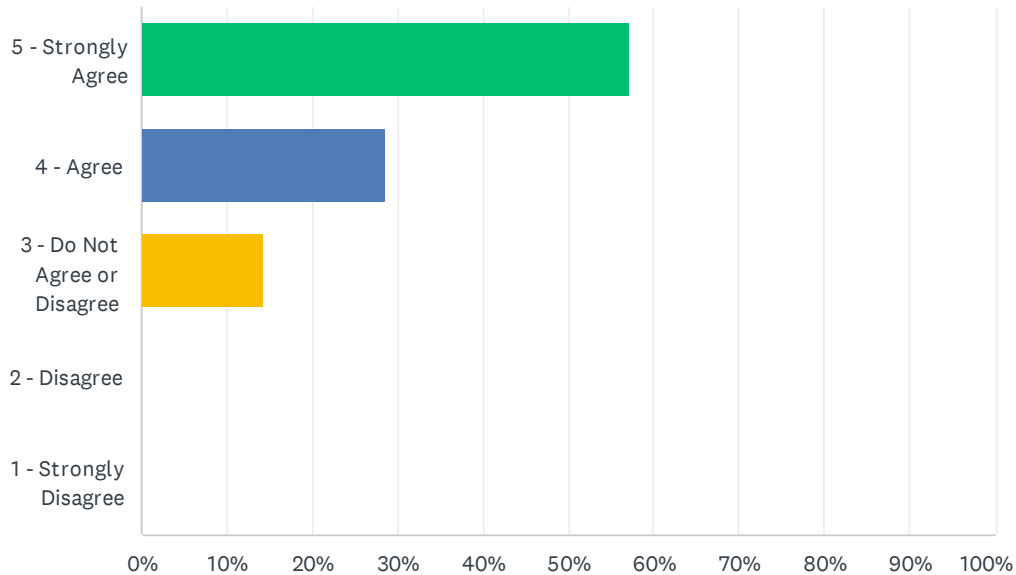
ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	12.50%	1
4 - Agree	62.50%	5
3 - Do Not Agree or Disagree	25.00%	2
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		8

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Yes and the Committee Chair can escalate concerns at any time. There has been a lot of debate to get the balance between this committee and Performance correct.	1/3/2025 6:38 PM
2	They are not systematically reviewed and approved. It is more as an issue arises.	12/24/2024 1:51 PM
3	I believe this is discussed and reviewed	12/23/2024 10:22 AM



## Q9 The Committee has a forward plan for its meetings so it can consider issues at the right time and in the right level of detail.

Answered: 7 Skipped: 1

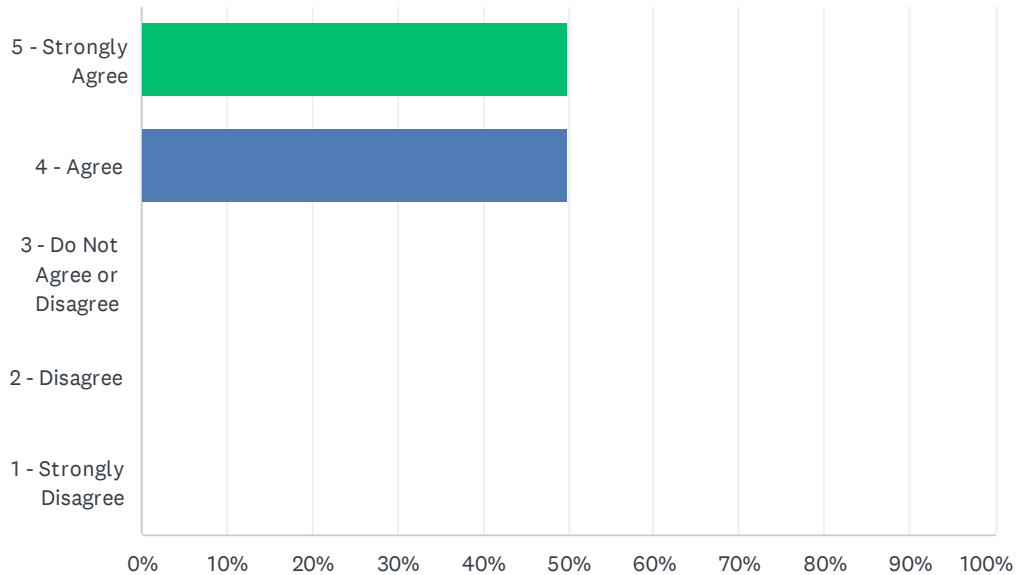


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	57.14%	4
4 - Agree	28.57%	2
3 - Do Not Agree or Disagree	14.29%	1
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		7

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Yes	1/3/2025 6:38 PM
2	The meeting can often feel very rushed with little time to focus some reports.	12/24/2024 9:19 AM
3	Always a comprehensive Agenda and well structured meetings to ensure important topics are discussed and covered as appropriate.	12/23/2024 10:22 AM

## Q10 The Committee receives information and papers far enough in advance for them to fully consider before the meeting.

Answered: 8 Skipped: 0

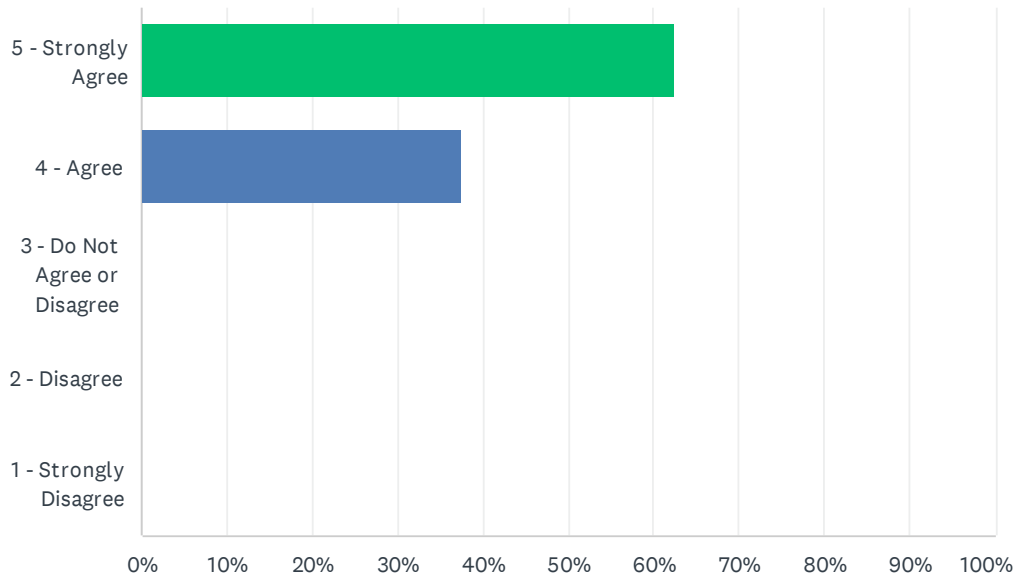


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	50.00%	4
4 - Agree	50.00%	4
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		8

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Agree but papers are very weighty. Perhaps this could be considered moving forward to ensure Committee members are able to focus on the key areas that require attention	1/6/2025 9:24 AM
2	Mostly papers are available 7 days before	1/3/2025 6:38 PM
3	week in advance	12/24/2024 9:19 AM
4	I have always been provided with the appropriate information and Agenda in good time before any of the meetings allowing me sufficient time to read.	12/23/2024 10:22 AM

## Q11 The Committee acts in an inclusive and respectful manner, avoids 'group think', and provides an appropriate balance between challenge and support.

Answered: 8 Skipped: 0

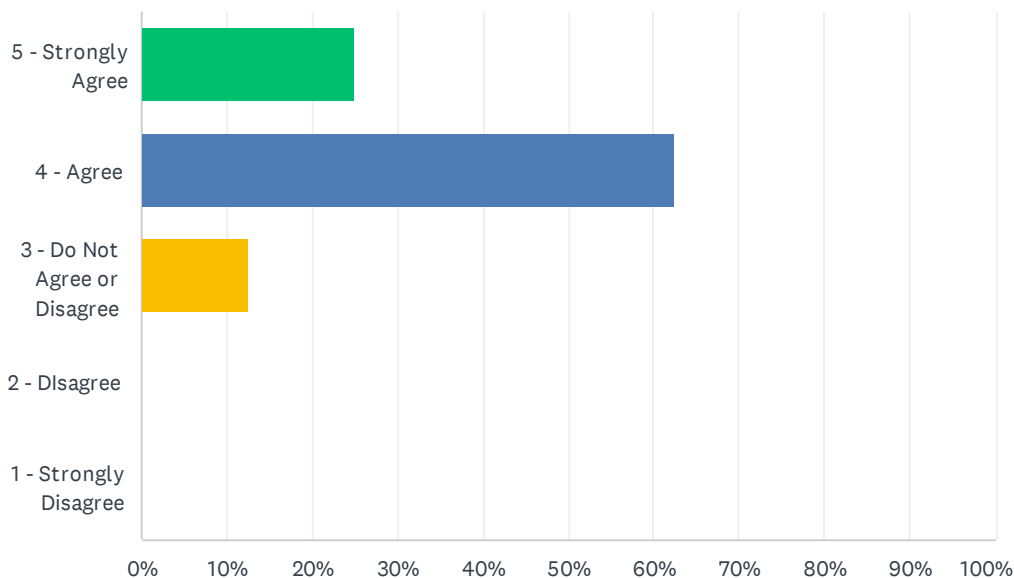


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	62.50%	5
4 - Agree	37.50%	3
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		8

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	The committee challenges respectfully and provides support as appropriate.	1/20/2025 3:26 AM
2	Sometimes due to time constraints members may feel inhibited in asking questions	12/24/2024 9:21 AM
3	Always at the forefront of all the meetings I have attended to date.	12/23/2024 10:27 AM

## Q12 The Committee's role in the scrutiny of the Trust's Workforce performance is clearly defined and complementary to the Board of Directors.

Answered: 8 Skipped: 0

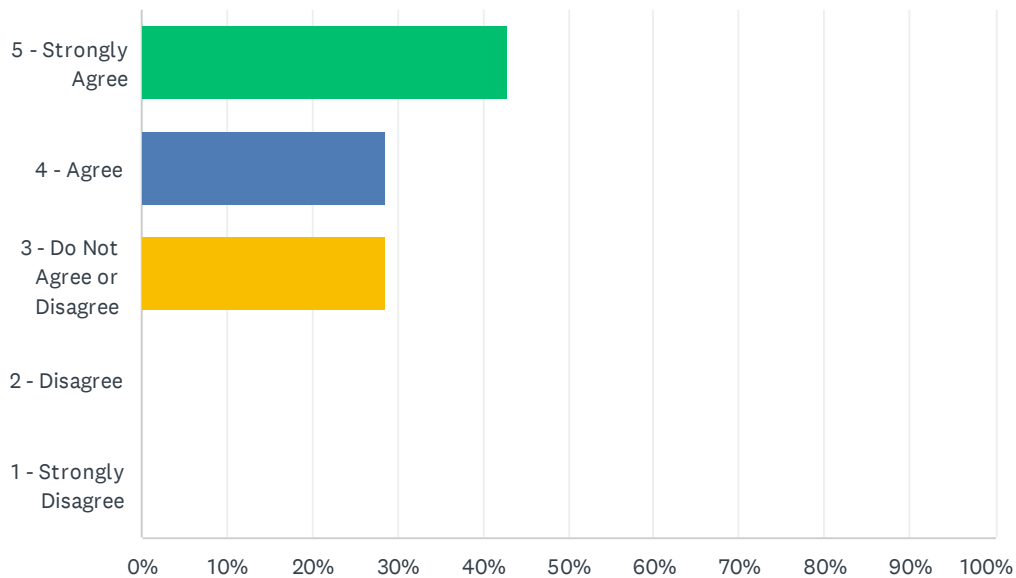


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	25.00%	2
4 - Agree	62.50%	5
3 - Do Not Agree or Disagree	12.50%	1
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		8

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	This is a newest committee and there are occasional discussion about whether topics belong here or in Performance.	1/3/2025 6:41 PM
2	I would say so but unclear of what is being asked here.	12/23/2024 10:27 AM

**Q13 There is appropriate consideration of assurance reports (from a variety of sources). The Board of Directors is clearly sighted on the issues that arise which require action by the Performance Committee.**

Answered: 7 Skipped: 1

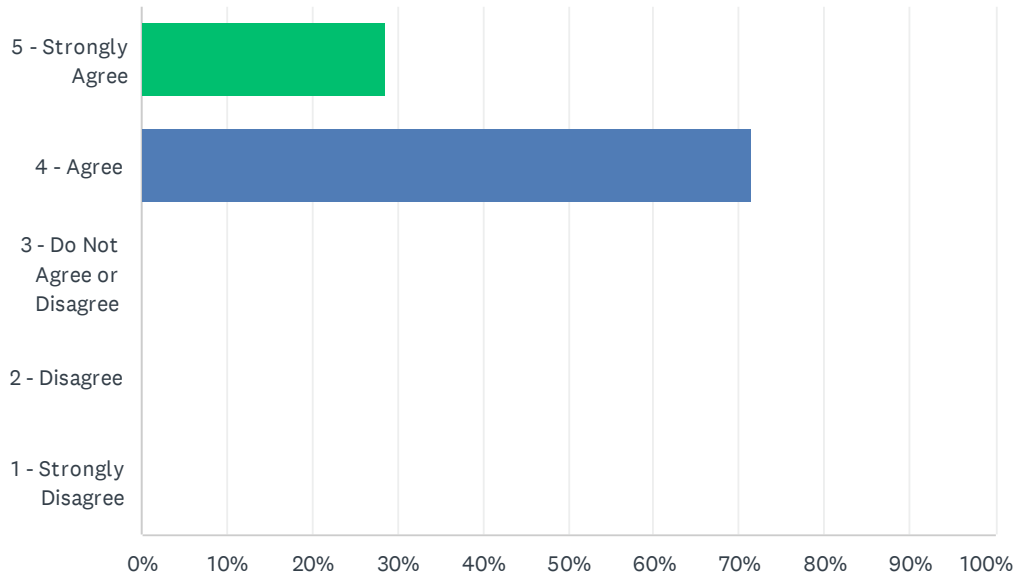


ANSWER CHOICES	RESPONSES
5 - Strongly Agree	42.86% 3
4 - Agree	28.57% 2
3 - Do Not Agree or Disagree	28.57% 2
2 - Disagree	0.00% 0
1 - Strongly Disagree	0.00% 0
TOTAL	7

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Not sure this question is about the Performance Committee. Should it not be about Workforce?	1/20/2025 3:28 AM
2	Yes	1/3/2025 6:43 PM
3	Unsure if this should reflect workforce committee rather than performance committee	12/24/2024 9:23 AM
4	I believe there is excellent collaboration with this.	12/23/2024 10:37 AM

## Q14 The Committee is appropriately sighted on significant projects and programmes throughout their lifecycle.

Answered: 7   Skipped: 1

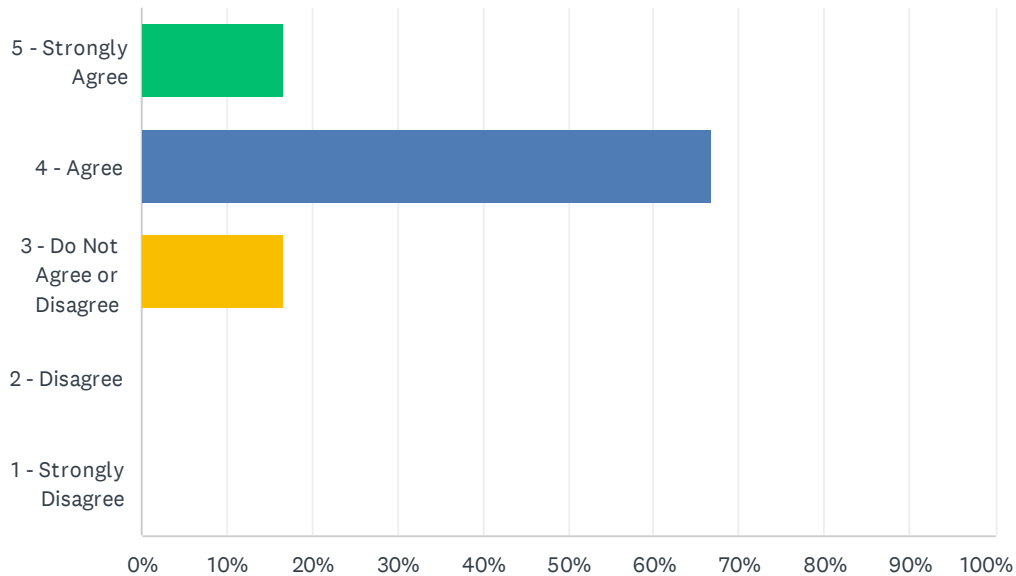


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	28.57%	2
4 - Agree	71.43%	5
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
TOTAL		7

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Those related specifically to workforce are well understood.	1/3/2025 6:43 PM
2	There is flexibility too so that key issues at the time are continually reviewed and addressed.	12/23/2024 10:37 AM

## Q15 The Committee has the skills and expertise to provide effective critical challenge on the financial management, delivery risks and overall progress of projects or programmes.

Answered: 6 Skipped: 2

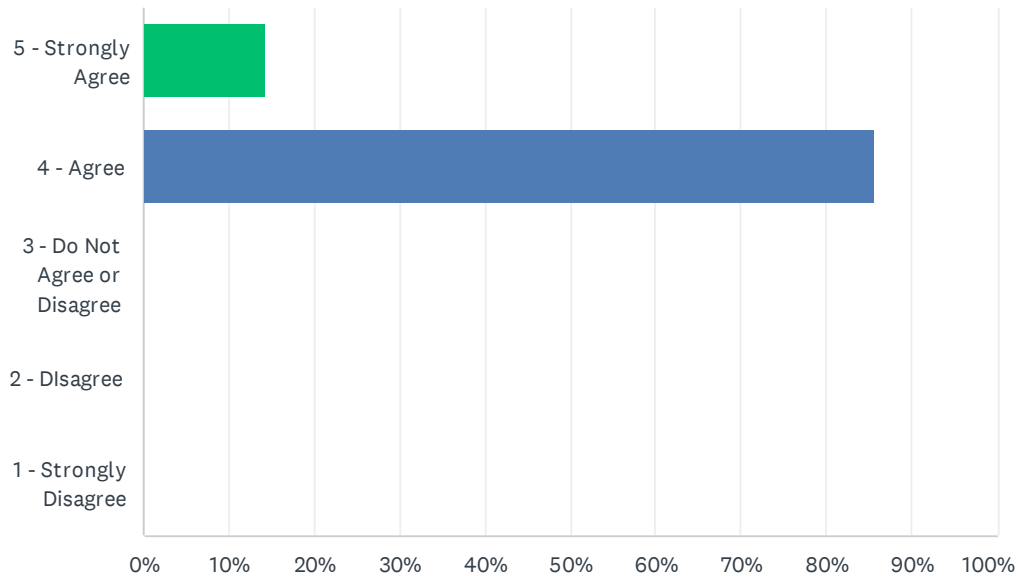


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	16.67%	1
4 - Agree	66.67%	4
3 - Do Not Agree or Disagree	16.67%	1
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	This is not a function of this committee.	1/3/2025 6:43 PM
2	The Chair has clear oversight and professional knowledge to guide here.	12/23/2024 10:37 AM

## Q16 The Committee assesses whether the assurance received is of sufficient quality to meet the assurance needs of the accounting officer and the Board

Answered: 7   Skipped: 1



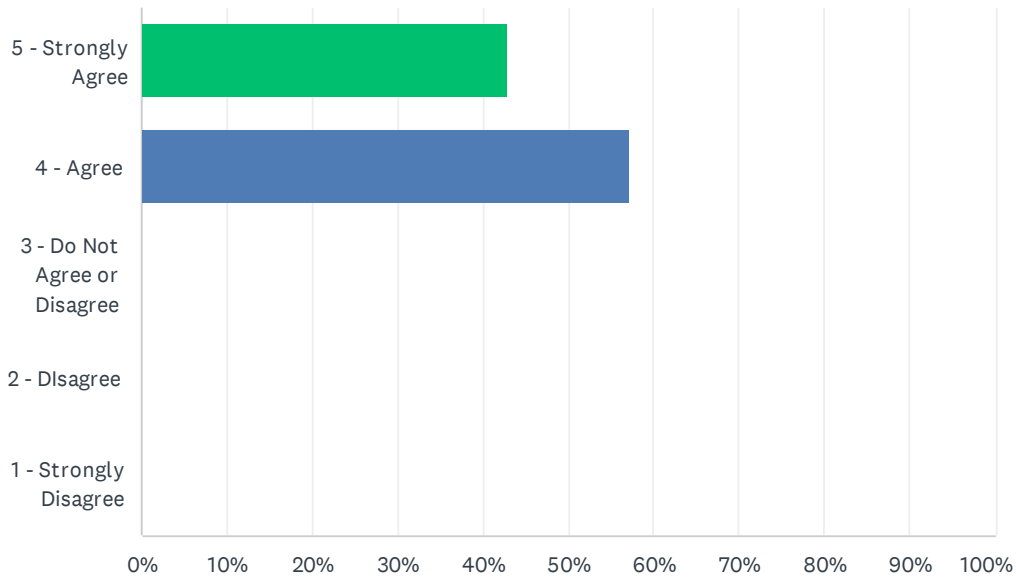
ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	14.29%	1
4 - Agree	85.71%	6
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
<b>TOTAL</b>		<b>7</b>

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Considered at the end of each meeting.	1/3/2025 6:43 PM
2	Level of assurance are confirmed by the chair of the committee and reported to Board	12/24/2024 9:23 AM
3	Regularly reviewed at each meeting as appropriate.	12/23/2024 10:37 AM



## Q17 The Committee understands the key sources of assurance in the organisation, and how and why each of these sources provide assurance to them.

Answered: 7 Skipped: 1

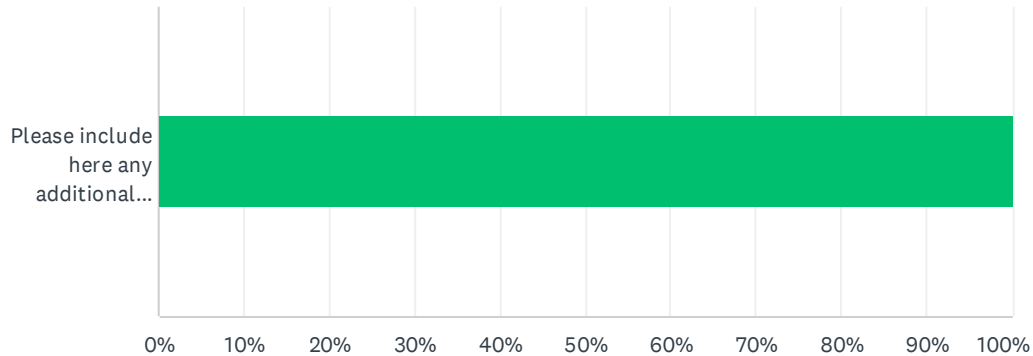


ANSWER CHOICES	RESPONSES	
5 - Strongly Agree	42.86%	3
4 - Agree	57.14%	4
3 - Do Not Agree or Disagree	0.00%	0
2 - Disagree	0.00%	0
1 - Strongly Disagree	0.00%	0
<b>TOTAL</b>		<b>7</b>

#	COMMENTS AND/REASONS FOR THE RATING:	DATE
1	Yes	1/3/2025 6:43 PM

## Q18 What is the overall assessment of the performance of the Performance Committee?

Answered: 3 Skipped: 5



ANSWER CHOICES	RESPONSES	
Please include here any additional comment(s) and suggestion(s) of any areas we should focus on in 2025/26.	100.00%	3
<b>TOTAL</b>		<b>3</b>

#	COMMENT(S) AND SUGGESTION(S)	DATE
1	The workforce committee is a performing well.	1/20/2025 3:36 AM
2	The scope and depth of the committees responsibilities is significant and a review of the level of detail recieved in the reports would be beneficial	1/5/2025 2:57 PM
3	This is an effective committee	1/3/2025 6:43 PM
4	THis is a well functioning Committee. It provides a consistent focus on key workforce issues.	12/24/2024 2:00 PM
5	Workforce committee overall good however time constraints sometimes curtail conversation / equal attention to all agenda items	12/24/2024 9:25 AM
6	The meetings are well structured, organised and chaired by Amanda. She always allows sufficient time for important topics and is keen to listen from members. Excellent Committee.	12/23/2024 10:42 AM