



LPT and Group Trust Board Development Programme 2025/26

“The purpose of NHS boards is to govern effectively and in doing so to build public and stakeholder confidence that their health and healthcare is in safe hands. This fundamental accountability to the public and stakeholders is delivered by building confidence:

- *In the quality and safety of health services.*
- *That resources are invested in a way that delivers optimal health outcomes.*
- *In the accessibility and responsiveness of health services.*
- *That the public can appropriately shape health services to meet their needs.*
- *That public money is spent in a way that is efficient and effective.”*

The Healthy NHS Board; Principles for Good Governance, National Leadership Council

The board development programme is designed to support the Board in excelling at governing effectively, by providing a programme of development and learning throughout the year. This list is not exhaustive but is a compilation of topics prioritised for development which is subject to continuous review to ensure that it remains fit for purpose. The programme links to priorities identified in the Trust’s revised Group strategy ‘THRIVE’ for 2025/26 and includes items for Leicestershire Partnership NHS Trust (LPT) and for the Group sessions with the board from Northamptonshire Healthcare NHS Foundation Trust, recognising that it will evolve as further work on a joint development plan for the Group is completed over the next couple of months.

The list is subject to ongoing review and prioritisation during the year. The Group items are subject to review in April 2025 for approval by the Group Trust Board and therefore remain here as a guide. The Trust Board development programme will be refreshed and presented to the Board at that point.

The programme draws upon the following key areas of consideration for an NHS Board, this list is illustrative;

- NHSE Insightful Provider Board and other forms of best practice guidance
- National, regional and system guidance and frameworks
- Regulatory standards and training including CQC and well led
- Learning and development (including from internal and third-party reports)
- Collaboratives and partnerships
- NHS Leadership Competency Framework
- Board effectiveness, appraisal and evaluation
- Board roles and accountability, and effective challenge
- Succession planning
- Group arrangements and opportunities
- Strategy Development
- Governance and risk, including annual review of risk appetite and Board Assurance Framework
- Capital and estates planning
- Transformation delivery and outcomes

Board Development Programme 2025/26

Date	Group/LPT	Topic
29 April 2025	LPT	THRIVE Strategic objectives for LPT Well Led self-assessment and forward plan Revised BAF and Risk Appetite Risk Maturity Framework Transformation Planning
24 June 2025	LPT	Learning from Deaths Early warning systems Quality and safety data dashboard Sexual Safety Charter Safeguarding Lived experience, co-production and the People's Council
28 October 2025	LPT	Leadership Competency Framework Active Bystander Programme Our Future Our Way Valuing High Standards Accreditation Programme Health and Safety Deep Dive
16 December 2025	LPT	Sustainability Capital and Estates EPRR Raising Health Charity

Group Development – topics for consideration by the Group Trust Board

- THRIVE strategic objectives for Group
- Priorities for Group delivery
- Group Trust Board development programme
- Group Board Assurance Framework and risk appetite
- Group Trust Board arrangements
- Collaboratives and Partnerships
- CQC State of Care
- Mental Health Act Training
- Effective Challenge
- NHSE Insightful Board Learning
- Group Trust Board Reflection
- Succession Planning
- Roles and responsibilities under the Controlled Drugs Regulations 2013
- Fitness to practice for Directors
- Quality Improvement
- PSIRF
- Patient and Carer Race Equality Framework
- Annual Review of Group Arrangements
- Strategic objectives and priorities – outcomes for 2025/26
- Strategic refresh 2026/27
- Collaboratives and Partnerships

Governance Table

For Board and Board Committees:	Trust Board 25 March 2025	
Paper sponsored by:	Kate Dyer, Director of Governance and Risk	
Paper authored by:	Kate Dyer, Director of Governance and Risk	
Date submitted:	13 March 2025	
State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):	None	
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e., assured/ partially assured / not assured:	NA	
State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning	Monthly	
LPT strategic alignment:	Great Health Outcomes	Yes
	Great Care	Yes
	Great Place to Work	Yes
	Part of the Community	Yes
CRR/BAF considerations:	List risk number and title of risk	--
Is the decision required consistent with LPT's risk appetite:	Yes	
False and misleading information (FOMI) considerations:	None	
Positive confirmation that the content does not risk the safety of patients or the public	Confirmed	
Equality considerations:	None	