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**Title:** Governance Performance Indicators and Targets  
2014/15 to 2016/17

**Report of:** Managing Director

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### **Purpose of Report**

1. To note the governance performance indicator results for 2013/14 and agree targets for the next three years.

### **Background**

2. The Board, at its meeting held on 12 May 2010, considered performance indicators around governance for the first time.
3. 2009/10 was the baseline year and targets were set for the next three years for the following: -
  - % attendance at Board Meetings (as a % of all Board Members)
  - % attendance at committee meetings (as a % of membership)
  - Appraisals of the Chair and Board Members
  - Average number of training sessions (as a % of total training sessions)
  - Compliance with Companies House returns and filing changes in directorship within 14 working days of notifying Company Secretary
  - Board Diversity
    - Gender
    - Ethnicity
    - Disability
    - Age.

### **Governance Performance Indicator Results 2013/14**

4. Attendance at Board Meetings has risen significantly and is up from 72% to 83%. This is still 2% below the target. However, this only due to a slightly lower attendance at the last two Board Meetings. Until that point, attendance was 89%.
5. Attendance at committee meetings has risen even more significantly, up from 71% to 84%. This is significantly higher than the 75% target and it is proposed therefore to increase this target.

6. Appraisal of Board Members for the year is 93% with one director still to have an appraisal with the Chair. This target should continue to be 100%.
7. The average number of training sessions per Board member has increased from 0.48 to 0.66, though this is only based on attendance at one training session around equality and diversity that took place during the year and is still below the 0.75 target.
8. Details of all the performance results together with proposed targets for the next three years are attached at the Appendix to this report.

### **Links to Values**

9. This report relates to the following company values: -
  - Being honest, accountable and transparent
  - Embracing equality.

### **Equality and Diversity Implications**

10. Setting targets for Board diversity reinforces the company's commitment to having a Board that is representative of the community it serves.

### **Financial Implications**

11. There are no financial implications directly arising from this report.

### **Impact on Customers**

12. There was no impact on customers as a result of compiling this report.

### **Risk Management Implications**

13. Setting targets for attendance at Board/committee meetings and the carrying out of Board appraisals reduces the risk of an inability to retain directors on the Board.

### **Value for Money Implications**

14. There are no value for money implications directly arising from this report.

### **Health Implications**

15. There are no direct health implications arising from this report although the successful implementation of the recommendations would have a positive impact on the health and well being of Gateshead residents.

### **Consultation Carried Out**

16. It was not necessary to carry out any consultation when compiling this report.

## **Recommendations**

17. The Board is recommended to: -

- comment on the Governance Performance Indicator results for 2013/14;
- agree the targets for the next three years.

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Appendix

PI DESCRIPTION	Target 2013/14	Performance 2013/14	Target 2014/15	Target 2015/16	Target 2016/17
<b>Governance Performance Indicators</b>					
% attendance at Board Meetings (as a % of all Board members)	85%	83%	85%	85%	85%
% attendance at Committee Meetings (as a % of membership)	75%	84%	85%	85%	85%
% of Board and Committee minutes forwarded to lead officer with three working days	95%	89%	95%	95%	95%
Appraisals of Chair and Board Members	100%	93%	100%	100%	100%
Average number of training sessions per Board member (as a % of total training sessions)	0.75	0.66	1.00	1.00	1.00
Compliance with Companies House returns and filing changes in directorship within 14 working days of notifying Company Secretary	100%	100%	100%	100%	100%
Board Diversity: - <ul style="list-style-type: none"> <li>• Gender</li> <li>• Ethnicity</li> <li>• Disability</li> <li>• Age</li> </ul>		<p><b>Gender</b> Male 53% Female 47%</p> <p><b>Ethnicity</b> White British 87% Black Caribbean 6.5 %</p>	To be more representative of Gateshead		

PI DESCRIPTION	Target 2013/14	Performance 2013/14	Target 2014/15	Target 2015/16	Target 2016/17
		Black African 6.5%  <b>Have a disability</b> Yes 20% No 80%  <b>Age</b> Up to 25 years 0% 25-39 years 0% 40-49 years 20% 50-59 years 40% 60-74 years 40% 75+ years 0%			