



FPH Governance

In November 2018 The Board of Trustees introduced a new Governance Committee.

Early in 2019 the Governance Committee adopted its new terms of reference and will now meet as part of the committee structure of the Faculty of Public Health.

The immediate priorities of the governance committee are as follows

1. Induction and appraisal programme for Trustees

- All officers and trustees should have a formalised induction. The trustee handbook should require a formal acknowledgement and the code of conduct should be adopted formally by all. There should be parallel obligations placed on staff in terms of their understanding of working relations and decision-taking as part of their own induction, including relations with officers and trustees.
- Trustees should be provided with additional training on the role and responsibilities of trustees, Standing Orders and Charity Commission law
- All appraisals should be formally documented and should routinely include consideration of working relationships. This could be evidenced by 360 degree appraisal (or an equivalent). Feedback should involve an experienced independent facilitator to support remedial action where required.
- A recruitment strategy should be developed to widen the applicants for trustee and officer roles and a limit set on the length of an individual's tenure on the Board.

2. Reinforcing the FPH code of conduct

- There should be unequivocal reinforcement of zero tolerance of bullying and harassment at any level for staff, officers and trustees. Training should be provided on bullying and harassment, and also the Faculty's code of conduct, Good Public Health Practice and other relevant policies.
- There should be broad equivalence in the standards and behaviours expected of staff, trustees and FPH members. The rationale for any divergence between employee, trustee and member policies should be demonstrably reasonable. There should be recognition of both individual and collective responsibility, and the responsibility of trustees to speak freely and constructively challenge. Clear expectations about trustee and staff behaviours should be agreed and integrated into FPH governance systems: job descriptions, induction programme.
- Etiquette rules should be established to outline how all business should be transacted at Board level and how officers and senior managers should behave when tackling difficult issues – for more information see <https://www.good-governance.org.uk/services/good-governance-board-etiquette/>.

3. Supporting the FPH Strategy

- The FPH vision, strategy and budget should be reviewed (this is already planned) ensuring broad acceptance and understanding by the Board and staff of the challenges and impact.
- FPH should establish clear understanding of the roles and levels of authority for:
 - Trustees (both officer and non-officer)
 - Executive Committee
 - President
 - CEO
 - Registrar
 - Officers (as a collective)
 - Senior management team

This should match the Scheme of Delegation which is also being reviewed.