

BOARD DEVELOPMENT PLAN

The Board Development Plan is designed to be flexible with capacity for sessions on evolving areas of importance to be delivered throughout the year. Timings and subjects are therefore indicative, and may alter as the year progresses.

The Board Development Plan will be updated throughout the year as visits and sessions are confirmed. The latest version will be available within the Convene Document Library.

Sessions arranged aim to increase knowledge across the Skills and Capability Framework subject areas, particularly where annual assessments have identified that it would be beneficial to increase knowledge in some areas. The relevant capabilities have been identified for each session.

Recommended attendance for sessions is also set out to assist Directors in prioritising their time.

Existing development resources are also identified at the end of the plan.

The activity set out in this development plan is additional to any mandatory training relevant for Board members and any individual development identified through the NED appraisal/Executive Director PDPR processes.

Framework Skills and Capabilities	
1	Quality, Safety and Regulation
2	Clinical Governance
3	Blood, Organ and/or Stem Cells
4	Supply Chain Management
5	Logistics
6	Manufacturing
7	Procurement / Contract Management
8	Sustainability / Net Zero
9	Digital Strategy and Governance / Technology
10	Emergency Planning & Resilience
11	Cyber Security
12	Corporate Governance and Internal Audit
13	Financial Performance/ Commercial Acumen
14	Strategy Development and Implementation
15	Innovation / continuous improvement / value for money
16	Risk Management and Assurance Framework
17	Workforce & Organisational Development
18	Stakeholder Engagement / Partnership Working
19	Equality, Diversity and Inclusion
20	Patient Experience and Consumer Engagement
21	Estates / Infrastructure
22	Research and Development

Development Activity	Purpose	Skill/Capability aimed to enhance	Location	Timing	Recommended Attendance
<u>Visit:</u> Donor Centre	To build knowledge of blood and platelets donation	3	NHSBT Manchester	25/11/2024 13:00–14:00	Optional
<u>Visit:</u> Manufacturing, Testing and Hospital Services	To build knowledge of blood supply	3	NHSBT Manchester	25/11/2024 13:00–14:00	Optional

Development Activity	Purpose	Skill/Capability aimed to enhance	Location	Timing	Recommended Attendance
<u>Seminar Session:</u> Board Risk Workshop	To consider the wider risk landscape providing an external view on risks considered by other Boards and Audit and Risk Committees relevant to NHSBT. A review of principal risks, risk appetite and a discussion on risk maturity and the Board's ambition related to this.	16	NHSBT Manchester	25/11/2024 14:30–17:30	All Non-Exec and Exec Board Members
<u>NED Training:</u> Constructive Challenge	To discuss how non-executive directors can constructively challenge to enhance the governance of the organisation.	12	London	20/01/2025 Time tbc	All Non-Exec Board Members
<u>Seminar Session:</u> Data Transformation – Artificial Intelligence	To explore the use of AI in NHSBT and the wider NHS, including opportunities and risks.	9	NHSBT Tooting	21/01/2025 Time tbc	All Non-Exec and Exec Board Members
<u>Visit:</u> (Options: <i>Hospital Services, Reagents, Red Cell Immunohaematology, NFBB, Tissue Services, Organ Donation, DFCS, Stem Cells, Quality Assurance, National Referral Centre</i>)	To build knowledge in relation to NHSBT's services for blood supply, organ and tissue donation and transplantation, and/or stem cell transplantation and cellular therapies.	3, 22	NHSBT Liverpool	24/03/2025 Time tbc	Optional
<u>Seminar Session:</u> Sustainability/Net Zero (tbc)	To increase Director knowledge on the subject of sustainability, specifically the challenge to achieve net zero.	8	NHSBT Liverpool	24/03/2025 (tbc)	All Non-Exec and Exec Board Members
<u>Visit:</u> (Options: <i>Histocompatibility and Immunogenetics, Red Cell Immunotherapy, Eye Bank, International Blood Group Reference Library, Protein Development and Production Unit, Clinical Biotechnology Centre</i>)	To build knowledge in relation to NHSBT's services for blood supply, organ and tissue donation and transplantation, and/or stem cell transplantation and cellular therapies.	3, 22	NHSBT Filton	19/05/2025 Time tbc	Optional

Development Activity	Purpose	Skill/Capability aimed to enhance	Location	Timing	Recommended Attendance
<u>Seminar Session:</u> Strategy Seminar	To explore and discuss areas of NHSBT strategy.	3, 14, 15	NHSBT Filton	19/05/2025 Time tbc	All Non-Exec and Exec Board Members
<u>Visit:</u> (Options: Cellular Molecular Therapies, Histocompatibility and Immunogenetics, Hospital Services, Red Cell Immunotherapy, Tissue Services)	To build knowledge in relation to NHSBT's services for blood supply, organ and tissue donation and transplantation, and/or stem cell transplantation and cellular therapies.	3, 22	NHSBT Barnsley	21/07/2025 Time tbc	Optional
<u>Seminar Session:</u> Quality Assurance and Clinical Governance (tbc)	To build knowledge of quality assurance and clinical governance and the Patient Safety Incident Response Framework	1, 2	NHSBT Barnsley	21/07/2025 Time tbc	All Non-Exec and Exec Board Members
<u>Visit:</u> Devolved Welsh Health Authority	To build knowledge in relation to NHSBT's support of the Welsh Health Authority.	-	Cardiff	29/09/2025	Optional
<u>Visit:</u> (Options: Testing, Manufacturing, Hospital Services, Donor Centre)	To build knowledge in relation to NHSBT's services for blood supply, organ and tissue donation and transplantation, and/or stem cell transplantation and cellular therapies.	3	NHSBT Manchester	01/12/2025 Time tbc	Optional
<u>Seminar Session:</u> Board Risk Workshop	To consider the wider risk landscape providing an external view on risks considered by other Boards and Audit and Risk Committees relevant to NHSBT. A review of principal risks, risk appetite and a discussion on risk maturity and the Board's ambition related to this.	16	NHSBT Manchester	01/12/2025 Time tbc	All Non-Exec and Exec Board Members

EXISTING RESOURCES

Development Subject	Purpose	Location/Medium	Skill/Capability aimed to enhance	Recommended Review
Non-Executive Board Member Induction Training	To provide overviews of following topics: <ul style="list-style-type: none"> • Business Continuity • Risk Management • Quality • Health, Safety and Welfare 	Slide decks available via Convene Document Library	1, 10, 16	All Non-Executive Board Members
Key Knowledge and Information for all Directors	To provide key information on the following: <ul style="list-style-type: none"> • Governance Structure • Key Governance Documents • NHSBT Overview • Strategy and Values • Business Plan • Board Level Policies • Government Functional Standards • Board and its Role • Board Conduct and Interests 	Information for self-review – available via Convene Document Library	12, 14	All Non-Exec and Exec Board Members
Plasma	<ul style="list-style-type: none"> • Introduction to immunoglobulin and plasma and the two types of plasma for medicines • Plasma fractionation and the nature of NHSBT's fractionation contract • NHSBT's roadmap to greater self-sufficiency in Ig • The challenges of plasma economics • Background on the possibility of domestic fractionation for the mid-to-long term 	Slide deck from session held on 24 November 2023 – available via Convene Document Library	3	All Non-Exec and Exec Board Members who did not attend live session
Assessment and Recovery Centres (ARCs)	<ul style="list-style-type: none"> • Overview of Machine Perfusion technology and techniques, and its role in an ARC, that would deliver improvements to the UK's organ utilisation rates, by using marginal organs to increase the number of transplants per year. 	Slide deck and recording from session held on 10 September 2024 – available via Convene Document Library (Recording 46 mins)	3	All Non-Exec and Exec Board Members who did not attend live session

Development Subject	Purpose	Location/Medium	Timing	Recommended Review
Cyber Exercise pre-read	<ul style="list-style-type: none"> • The context of cyber security risk for NHSBT • Board responsibilities related to cyber security • The current status for NHSBT and plans in train 	Pre-read of in-person session held on 29 July 2024 – available via Convene Document Library	11	All Non-Exec and Exec Board Members who did not attend live session
Donor Experience	<ul style="list-style-type: none"> • An overview of Donor Experience and Communications in NHSBT including approaches and strategic plans for marketing and creative services, planning insight and direct marketing, partnerships and community engagement, donor experience services and communications. • Explaining the complexities and challenges of growing and diversifying the donor base 	Slide deck and recording from session held on 25 July 2024 – available via Convene Document Library (Recording 1 hr 17 minutes)	18, 20	All Non-Exec and Exec Board Members who did not attend live session
Health Inequalities	<ul style="list-style-type: none"> • An overview of health inequalities and their main drivers including the effect of COVID-19 on this. • Details of the National Healthcare Inequalities Improvement Programme and related work within the NHS and NHSBT to reduce health inequalities. 	Slide deck from session held on 24 May 2024 – available via Convene Document Library	3, 18, 20	All Non-Exec and Exec Board Members who did not attend live session