

Process for appraisal of independent governors by the Chairman of the Corporation Board

Introduction

The objective of an appraisal is to enable the Independent Governor to evaluate their performance, to build upon strengths and address any areas for development. The purpose of appraisals is to manage performance, the term 'performance appraisal' is used to include the retrospective process of reviewing performance and identifying training needs.

The appraisal process for Independent Governors should achieve two key points:

1. Hold all Independent Governors to account for their performance
2. Identify learning and development needs.

Criteria for appraisal of Independent Governor

The Chair will undertake the appraisal of the Independent Governor, taking soundings from the Chief Executive, Clerk and other Governor members.

The appraisal will consist of:

1. A self assessment from the Independent Governor
2. A discussion with the Chair relating to the performance, professional and personal development

Governance Reporting

A report of the headline outcomes from the Independent Governor appraisal will be prepared by the Chair or Clerk on behalf of the Chair. Appraisals will be taken into account when considering the re- appointment of the Independent Governor. An annual programme will be established for all appraisals to be formally signed off by the Chairman.

Review

This framework will be reviewed after 12 months , to ensure its effectiveness.