

Appendix 1

Midlothian IJB Board Improvement Plan – January 2024

Improvement actions	Board Action Owner	Implications [Risk, Cost, Resource]	Target Date	Measure	Outcomes
1. Look at ways to ensure the agenda for Board meetings allows for more strategic planning and debate.					
1. Determine what existing agenda items can be shortened, removed, or marked for information only. Including consideration of providing reflection sections. Agree to have at least 2 Board Development session a Year in person.	Cllr Connor McManus	Risks <ul style="list-style-type: none"> Reducing time to debate current issues. Duplicating discussions elsewhere. Costs <ul style="list-style-type: none"> Board Member time. Opportunity cost. 	1 April 2024	New format for agendas established. In person meetings designated on schedule for 2024/25 Board Development Sessions.	Board debates and discussions become more strategic with greater awareness of work completed elsewhere, leading to more effective focus on the delivery of change.
2. Have at least one member of the Board formally attend the Strategic Planning Group meetings and feedback to the Board on the work and discussions undertaken. Consideration should be given to the Board Member being Chair of the Strategic Planning Group.	Andrew Fleming		1 August 2024	Board Member identified and regularly attending Strategic Planning Group. The Board to have considered making the Board Member chair of the Strategic Planning Group.	

2. Review the IJB's current mechanisms for engaging with key stakeholders, service users and the wider public to more effectively seek their views.

1. Support the 'Community Engagement' self-assessment with Board involvement being undertaken through the completion of the Health Care Improvement Scotland Quality Framework for Community Engagement led by the Strategic Planning Group. This self-assessment process will result in an action plan and revision of the Midlothian Health and Social Care Public Engagement Statement	Nadin Akta	Risks <ul style="list-style-type: none"> •We don't achieve the outcomes that matter most to people and communities. •Ineffective engagement – we don't reach all stakeholders. •Managing capacity to undertake this work – sacrifice other work for this. •Time constraints for Board members to engage – need to ensure Board members engage. •Managing expectations on what can be achieved – need to be clear. 	1 st September 2024.	Strategic planning Group Self-assessment exercise has taken place with the Board involvement. Actions resulting reported back to the Board.	Midlothian IJB can evidence that it delivers outcomes, including our Strategic Aims, that matter for the people of Midlothian.
2. Invite Board members to Third Sector summits to increase board engagement and visibility.	Magda Clark	Risks if improvement action not implemented <ul style="list-style-type: none"> •Out of touch, not doing what communities want. •Won't see transformation of Health and Social Care services. •Lose trust of community. Costs <ul style="list-style-type: none"> •Costs associated with different engagement mechanisms. •Staff capacity to undertake this work. 	1 st April 2024	Board member attendance at Third Sector Summits.	

3. Consider how the IJB can further align resources to facilitate the desired shift to early intervention and prevention.					
1. Identify and map areas where HSCP currently working in prevention and early intervention. Look to highlight existing good work and consider what resources are currently allocated here.	Morag Barrow	Risks <ul style="list-style-type: none"> Raising expectations with the public. Affordability and sustainability. De-commissioning services can be very difficult with local interests in services. If invest more money in this area, means less money for somewhere else. Need to acknowledge this is an intended choice and to map out any unintended impact. Limited capacity. Need budgeting over longer timescales to better plan. Need to lobby Scottish Government for a more sustainable budget stream to IJBs. 	1 st April 2024.	Consideration of Early Intervention and Prevention as part of a review of the Annual Performance Report.	Progress made in prevention and early intervention approaches that support work on inequalities.
2. The Board will increase knowledge of how to support the delivery of a Strategic Commissioning Plan for 2024/25 achieved through engaging with the Strategic Commissioning Plan process and attending development sessions across 2024/25.			1 st April 2024.	Attendance at Development sessions and interaction with the Strategic Commissioning Plan	
3. Develop a clear Board understanding of equality and human rights issues, by completing equalities training with the Board.			1 st April 2024.	Completion of Equalities training by Board Members.	
		Costs <ul style="list-style-type: none"> The cost is time for services. 			