

**Cover Sheet**

**Trust Board Meeting in Public: Wednesday 27 May 2026**

**TB2026.54**

---

**Title:** Trust Board Fit and Proper Persons Assurance and Register of Interests 2025/26

---

---

**Status:** For Information

**History:** None

---

---

**Board Lead:** Chief People Officer; Interim Chief Executive Officer

**Author:** Summer Lovegrove, Assistant Director of Workforce; Laura Lauer, Deputy Head of Corporate Governance

**Confidential:** No

**Key Purpose:** Assurance

---

## Trust Board Fit and Proper Persons Assurance and Register of Interests 2025/26

### 1. Purpose

- 1.1. The purpose of this paper is to provide annual assurance that all Board directors remain fit and proper for their roles and that all gifts, interests, hospitality and sponsorship of Board directors for the 2025/26 year have been recorded.
- 1.2. For the period 2025/26, the FPPT process has been aligned to the Board of Directors' review of the Register of Interests and biographical details.

### 2. Fit and Proper Person: New Appointment and Annual Assurance Checks

- 2.1. All new appointments are subject to a full Fit and Proper Persons Test (FPPT) that includes:
  - Standard employment checks as per the Trusts Recruitment and Selection Procedure.
  - References, using the board member reference template that cover a six-year continuous employment history.
  - An enhanced DBS for a person who will be acting in a role that falls within the definition of a 'regulated activity'.
  - Search of insolvency and bankruptcy register.
  - Search of Companies House register to ensure that no board member is disqualified as a Director.
  - Search of the Charity Commission's Register of Removed Trustees
  - Web search
  - Social media search
  - Satisfactory completion of the self-declaration.
- 2.2. For annual assurance, the FPPT includes:
  - Annual self-declaration
  - DBS check at the appropriate level at least every 3 years
- 2.3. The Trust has moved to an annualised window for self-declarations; every April all Chief Officers and Non-Executive Directors will be provided the self-declaration template.

## **Outcome of the Annual Fit and Proper Persons Checks**

- 2.4. The Chief People Officer reviewed the signed declarations and determined that the Directors continued to meet the requirements of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 Fit and Proper Persons Test.
- 2.5. A new social media declaration form has been completed to allow simple data capture of all public facing social media profiles. Screenshots of all profiles which are visible have been saved on personal files. This is an NHS England requirement.
- 2.6. In addition, during the year 2025/26, the Assistant Director of Workforce has overseen the completion of pre-employment checks for new appointments and confirms that all checks meet the FPPT Framework.
- 2.7. All nominated Deputies have received their self-declaration template for review and similarly will need to sign off by the end of May.
- 2.8. The outcome of the FPPT's have been saved on each personal file and uploaded onto ESR.
- 2.9. All Directors must complete a DBS every three years, to align with checks at the start of each financial year. Two Chief Officers and one NED require a new DBS in 2026; this is in progress and all relevant individuals have been notified to maintain compliance. At the time of this report all Chief Officers and NEDs are compliant.
- 2.10. Between checks, each Director is responsible for identifying any issues which may affect their ability to meet the statutory requirements and bringing these issues on an ongoing basis and without delay to the attention of the Trust Chair.

## **3. Register of Interests, Gifts, Hospitality and Sponsorship**

- 3.1. All Directors who left the Trust Board in 2025/26 have confirmed that the declarations held on file were correct. Professor Pandit was on secondment to NHSE for the 2025/26 year; her interests were recorded separately on the published NHSE Board Members' Register.
- 3.2. The interests of individuals who were members of the Trust Board in 2025/26 have been cross referenced against entities and individuals assessed by the DHSC as meeting the IAS 24 definition of Related Parties 2025/26. There was no overlap.
- 3.3. The Register containing Board members' declarations for the year 2025/26 is included as an Appendix. These declarations will be included in the Annual Report 2025/26.

- 3.4. A register containing details of declarations made by all staff other than members of the Trust Board is maintained by the Corporate Governance team and is available for inspection upon request.

## **Conclusion**

- 3.5. All Directors of the Trust Board satisfy the requirements of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 Fit and Proper Persons Test.
- 3.6. All Directors of the Trust Board have declared any gifts, interests, hospitality and sponsorship in accordance with Trust policy.

## **Recommendations**

- 3.7. The Trust Board is asked to note:
  - that the FPPT has been conducted for the period 2025/26 and that all Board members satisfy the requirements; and
  - that the review of interests, gifts, hospitality and sponsorship for the period 2025/26 has been conducted and the contents of the Register of Interests, Gifts, Hospitality, and Sponsorship for the Trust Board.

## Background – Fit and Proper Persons Test

As a health provider, the Trust must ensure that only qualified individuals are employed. Following the Health and Social Care Act 2008 Regulations, the Trust requires all Board directors to pass the 'Fit and Proper Persons Test' (FPPT). In 2019, the Kark Review examined the FPPT's scope and operation. In response, NHS England developed an FPPT Framework to enhance accountability and transparency for board members, improving leadership quality within the NHS. This framework took effect on 30 September 2023.

The Framework applies to the board members of NHS organisations, irrespective of voting rights or contractual terms. Deputies are included within the scope of the FPPT Framework if they act up to cover a board member's role for a period of six weeks or more. Therefore, it was agreed by the Board that it would be prudent to include deputies within the scope of the Fit and Proper Person Policy, from the point of appointment.

The Trust's Fit and Proper Persons Policy specifies the scope of the staff who are included as:

*All executive and non-executive directors of the Board, including permanent, interim and associate positions, irrespective of their voting rights. It also applies to individuals who are acting up into Board level positions. The FPPT Framework only applies to deputies who are required to act up for a period of six weeks or more. To ensure deputies are able to act up to Board level positions at short notice, the Trust's position is that all deputy executive directors are within scope of this procedure.*

The policy requires a full FPPT to be completed on appointment. It also requires ongoing assurance as follows:

*The annual self declaration process will normally be undertaken at the start of each new financial year. Additionally, DBS checks are required to be conducted at least every three years. Where practicable, these checks will be aligned to the annual self-declaration.*

The Chief People Officer will ensure that the results of the annual self-declaration are recorded on the Electronic Staff Record (ESR) and will draft an assurance report to the Board on behalf of the Chair.

## Background – Register of Interests, Gifts, Hospitality and Sponsorship

In accordance with the Trust's Declaration of Interests, Gifts, Hospitality and Sponsorship Policy and Standing Orders, all members of the Trust Board are required to declare any personal interests that may bear on the discharge of their duties as Directors of the Trust.

Members are specifically asked at the commencement of all public and confidential Board meetings as well as meetings of Board sub-committees to declare any interests deriving from the agenda of that meeting.

Under the Trust's Policy, all members of staff are required to declare any gifts valued at over £50 (or multiple gifts with a combined value of over £50), hospitality valued at over £25 and all sponsorship, having first sought approval from their line manager. In line with the Bribery Act 2010, employees should refuse gifts, hospitality or sponsorship or benefits from a third party which may compromise or may be seen to compromise their professional position. This may also include a gift, hospitality or sponsorship offered to a family member.

Appendix

**Board of Directors' Register of Interests, Gifts, Hospitality, and Sponsorship - 1 April 2025 – 31 March 2026**

Name and Title	Interests	Gifts, Hospitality, Sponsorship
Professor Sir Jonathan Montgomery, Trust Chair	<p>Professor of Healthcare Law, University College London</p> <p>Patron, Casters</p> <p>PCC Member and Trustee, All Saints, Botley, Hampshire</p> <p>Chair of Trustees, Portsmouth Diocesan Council for Social Responsibility</p> <p>Chair, Expert Group to advise on compensation arrangements arising from the Infected Blood Inquiry, Cabinet Office, UK Government</p> <p>Chair, Ethics Advisory Committee, Genomics England</p> <p>Chair, Oxford Academic Health Partners</p> <p>Barclay Fellow, Green Templeton College, University of Oxford</p>	None
Ms Claire Flint, Senior Independent Director and Non-Executive Director	<p>Non-Executive Director, Senior Independent Director, and Remuneration Committee Chair, AWE</p> <p>Non-Executive Director and Chair of Remuneration Committee, UKAEA (from 1 June 2025)</p> <p>Close relative is a Trustee of The Oxford Trust</p>	None
Ms Sarah Hordern, Vice-Chair and Non-Executive Director	<p>Director, GVS Equestrian Consulting Ltd</p> <p>Director and sole shareholder, Perspicio</p> <p>Chair, NHS Homes Alliance</p>	None

Name and Title	Interests	Gifts, Hospitality, Sponsorship
Mr Paul Dean, Non-Executive Director	Trustee and Treasurer, The Oxford Trust (to 31 July 2025) Trustee, Buckland Memorial Hall (to 2 March 2026)	None
Dr Claire Feehily, Non-Executive Director	Non-Executive Director, Audit Chair, and Senior Independent Director at Bath and North East Somerset, Swindon and Wiltshire ICB Trustee, The Brandon Trust	None
Ms Lynne Graham, Associate Non-Executive Director (from 1 December 2025)	None	None
Mr Kanwaljit Kamal, Non-Executive Director (from 1 January 2026)	None	None
Dame June Raine, Non-Executive Director (from 1 December 2025)	Member of Council, Lancaster University	None
Professor Gavin Screaton, Non-Executive Director	Vaccine Scientific Advisory Board, GSK (to 30 April 2025) Trustee, Jenner Vaccine Foundation Fellow, University College Oxford Head of the Medical Sciences Division and Head of Division Member of Council, University of Oxford Consultant and minority shareholder, RQ Bio Non-Executive Director and shareholder, GSK	None

Name and Title	Interests	Gifts, Hospitality, Sponsorship
Professor Ash Soni, Non-Executive Director	Chair, Pharm@Sea Owner, Copes Pharmacy; Stansted Pharmacy Part-owner, Docklands Pharmacy Clinical Advisor, National Association of Primary Care Trustee, Chailey Heritage Foundation	None
Ms Joy Warmington, Non-Executive Director	Chief Executive Officer, brap Visiting Professor, Middlesex University Business School Chair, Action Aid UK (from 1 June 2026)	None
Dr Ben Attwood, Chief Digital and Information officer	None	None
Dr Andrew Brent, Chief Medical Officer	Member and Trustee/Director, Europa School UK Academy Trust Member, Unified Board of the Central & South Genomic Laboratory Hub (GLH) / Genomic Medicine Service Alliance (GMSA) Visiting Professor of Infectious Diseases & Medicine, University of Oxford	None
Ms Yvonne Christley, Chief Nursing Officer	None	None
Mr Simon Crowther, Deputy Chief Executive Officer (Interim Chief Executive Officer from 1 September	Vice President, HFMA (Healthcare Financial Management Association) Vice Chair, National Finance Academy	None

Name and Title	Interests	Gifts, Hospitality, Sponsorship
2025; Acting Chief Executive Officer from 1 April 2025 – 31 August 2025)		
Mr Jason Dorsett, Chief Finance Officer	Occasional paid (honoraria) for market research interviews. End clients are anonymous. Market research agencies include. MindGap, Suazio, Guidepoint and Coleman Two end clients were identified during the year 2025/26: Sanofi and GSK; agreed arrangements in place to manage.	<p>HSJ Provider Summit April 2025 including hotel accommodation (1 night), and lunch (x1) attended to influence NHS policy, professional development and networking. Estimated value £175</p> <p>One NHS Finance Conference July 2025 including hotel accommodation (1 night) and lunch(x1). Estimated value £261.</p> <p>Nuffield Trust Summit 2026 March 2026 including hotel accommodation (1 night) and lunch (x2). Estimated value £320.</p>
Ms Lisa Hofen, Chief Estates and Facilities Officer (from 27 October 2025)	None	<p>The Reunion (Hosted by Drees &amp; Sommer UK and Associated Architects) dinner, January 2026. Estimated value £60</p> <p>University and Healthcare Estates and Innovation dinner, March 2026. Estimated value £60</p>
Mr Jay Mistry, Interim Chief Strategy Officer (from 23 March 2026)	OUH-nominated Director, Global Pathogen Analysis Services Trustee, The Reading Foundation	None
Mr Terry Roberts, Chief People Officer	None	None

Name and Title	Interests	Gifts, Hospitality, Sponsorship
Ms Felicity Taylor-Drewe, Chief Operating Officer	None	None

During the period 1 April 2026 – 31 March 2026, Professor Meghana Pandit was on full-time secondment to NHS England. Her interests were recorded on NHSE England Board Members' Register: [NHS England » Our board members' register of interests](#)

**Register of Interests, Gifts, Hospitality, and Sponsorship for members who left the Board between 1 April 2025 – 31 March 2026**

Name and Title	Interests	Gifts, Hospitality, Sponsorship
Mr Mark Holloway, Chief Estates and Facilities Officer (to 22 August 2025)	None	None
Ms Katie Kapernaros, Non-Executive Director (to 31 December 2025)	Non-Executive Director, The Property Ombudsman Non-Executive Director, The Pensions Regulator Non-Executive Director, Manx Care (to 31 May 2025) Non-Executive Director, South Central Ambulance Service	None
Professor Anthony Schapira, Non-Executive Director (to 30 November 2025)	Professor, University College London (UCL) and Head of the Department of Clinical Neurosciences at UCL Institute of Neurology  Panel member, NHS Independent Reconfiguration Panel  Non-Executive Director, Royal National Orthopaedic Hospital (from 1 July 2025)  Book royalties from: Wiley, Oxford University Press, Elsevier, Cambridge University Press	Research grant funding from:  Medical Research Council Parkinson's UK Cure Parkinson's Trust Michael J Fox Foundation Aligning Science Across Parkinson's disease (ASAP)