

# INDEPENDENT REVIEW OF THE GOVERNANCE OF THE ROYAL COLLEGE OF NURSING

## Terms of Reference

### Purpose

To undertake an independent review of the current governance arrangements and decision making processes of the Royal College of Nursing as is governance good practice (every 5 years) in order to ensure the RCN delivers its Royal Charter and Trade Union objects as effectively as possible.

To build a dialogue between Council, its Committees and Boards, its activists, wider membership and staff in which members inform and improve the transparency of governance, decision making and policy development going forward:

- a. consulting widely within the RCN as to what our members expect in relation to the principles of governance; what they mean in the College and how members and trade union representatives and forum members shape its work and inform decision making.
- b. taking account of the views of RCN UK countries and regions; its boards, committees, forums, accredited representatives and members who live overseas;
- c. taking account of the guidance from our regulators
- d. taking account of best practice and governance arrangements in similar bodies;
- e. considering how the RCN's governance arrangements can help it to seize opportunities and manage risk in a rapidly changing environment, both now and in the future;
- f. considering whether there is a form of governance that might engage members in larger numbers
- g. adopting the following principles to test the effectiveness of the current arrangements; review the existing processes and control environment to ensure they are effective and efficient in supporting good governance; identify any skills gaps and inform the outcomes of the evaluation and proposed changes :

- acting with integrity
- being accountable
- having clarity of responsibility;
- responding fairly to different needs
  
- strong effective leadership
- focussing on what matters
- improving transparency
- being agile and responsive
- forward thinking in a rapidly changing environment
- informed evidence based decision making
  
- engaging and connecting with members
- inviting members to take part
- listening to every voice
- involving before deciding
- communicating what we are doing

Having regard to Council's views and the member consultation, make recommendations to the Council of any changes it feels would strengthen and improve the current arrangements