

Trustee Recruitment

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Four topics today

1. What do you need? The pre-recruitment diagnostic – Kirsty

Discussion

2. Who are these people and where do I find them? - Louise

3. How do I appoint them? - Kirsty

4. How do I ensure they perform and other induction questions... - Louise

1. Diagnosis



2. Recruitment

Be clear about the skills, knowledge and attributes you want and write this profile down

Organisations dedicated to finding trustees, members or governors for LGBs

- *Academy Ambassadors*
- *Governors for Schools*

Think broadly about local & regional stakeholders

- Employers
- NHS trusts
- Colleges / Universities

Channels: LinkedIn, Twitter, your website, phone calls to organisations etc.

3. Appointment

Making it real in the interview process: **the board member you meet will be the board member you get.**

- Using scenarios.
- Replaying decisions. The board had to decide X, how do you approach this?
- Paperwork. You have read X report, what were your thoughts?
- On a good day what is your usual leadership style? And last time things went wrong?
- Together on what matters. Values and non-negotiables.
- Different on what matters. Diversity.

Inducting new board members

- getting to know Chair, CEO, Committee chairs
- setting expectations, particularly on culture
- information about organisational current state and future plans

Managing board dynamics as new members are introduced

Driving high board performance – importance of eg external evaluation

“...trusts should include in their annual accounts an assessment, including a review of the composition of the board in terms of skills, effectiveness, leadership **and impact**”

Academies Financial handbook, 2018

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Further reading

[Board Evaluation](#)
[DfE Competency Framework for
Governance](#)

[DfE MAT development
framework](#)

[MAT Board Recruitment](#)
[Academy Ambassadors: Guide
to Recruiting](#)

[Induction](#)
[Academy Ambassadors: On
Board Induction Pack](#)

[Academies Financial Handbook](#)

[DfE: Governance Handbook](#)