

Trustee Selection: The role of the Mind BLMK Board of Directors

- 1 The responsibility of the Trustee Board is to:
 - Develop strategy and broad policy directions;
 - Monitor and review the implementation of these by the CEO and her executive team;
 - Ensure compliance to statutory obligations affecting both limited companies and charitable bodies.

- 2 In this governance role, the Board is influenced by its stakeholders, especially those represented on the BLMK Council namely service users, volunteers and staff. However, BLMK is a company limited by guarantee and the Board is legally accountable to Guarantor Members.

- 3 In its structure and functioning, the BLMK Board probably more resembles a company board than a committee of trustees. It is a small decision-making group with an emphasis on collective responsibility and requiring a general contribution from each of its members across the wide range of issues discussed. However, the trustee role is non-executive, and all trustees are volunteers who lead busy lives outside BLMK.

- 4 The Board has several committees to which it delegates responsibility, such as Governance/Quality/Performance, Business Development and Finance, Workforce and Health & Safety. The Committees are led by individual Board members. The Committees are not only 'regulatory' but also enable Board members to contribute their own skills and experience to matters which cross the governance / executive line and allow them to work with senior line managers. A willingness and ability to join one or more of these committees is important.

- 5 Taking all these matters into account, the Board as a whole should:
 - a) be comfortable with (though not necessarily expert in) certain business processes including management accounts and budgets;

staff management; organisation development; performance evaluation / auditing, and business planning and marketing;

- b) ideally have knowledge and understanding of health and social care policy and practice (possibly including mental health issues) or by direct exposure to people who are disadvantaged through enduring ill-health or disability;
- c) have awareness of general matters impacting on communities in Bedfordshire , Luton or Milton Keynes;
- d) ensure that its decisions are fully aligned to and reinforce the objects and values of BLMK.

Trustee selection – Person Specification

	Selection Criteria	Essential	Desirable
	Task related skills, knowledge and experience:		
1	Ability to contribute to Board discussions involving key business processes such as trading accounts and budgets, staff management and organisation development, and strategic planning	X	
2	Specific skills / experience e.g. marketing / fundraising / business development	X	
3	Knowledge / understanding of health and social care policy and practice or with the implications of these through direct personal experience		X
4	Knowledge / understanding of mental health policy and practice		X
5	Understanding / awareness of community engagement and development issues in Bedfordshire, Luton and Milton Keynes	X	
	General skills, knowledge and experience :		
6	Ability to lead specific Board strategic or regulatory actions such as heading Committees or guiding projects		X
7	Ability to be an effective member of a small, focused team and to support senior line managers in their work.	X	
8	Other: Able to attend some daytime meetings and able to travel to various Mind BLMK offices and meeting locations within the patch.	X	