

# First Trusteeship

## Developing the next generation of outstanding trustees

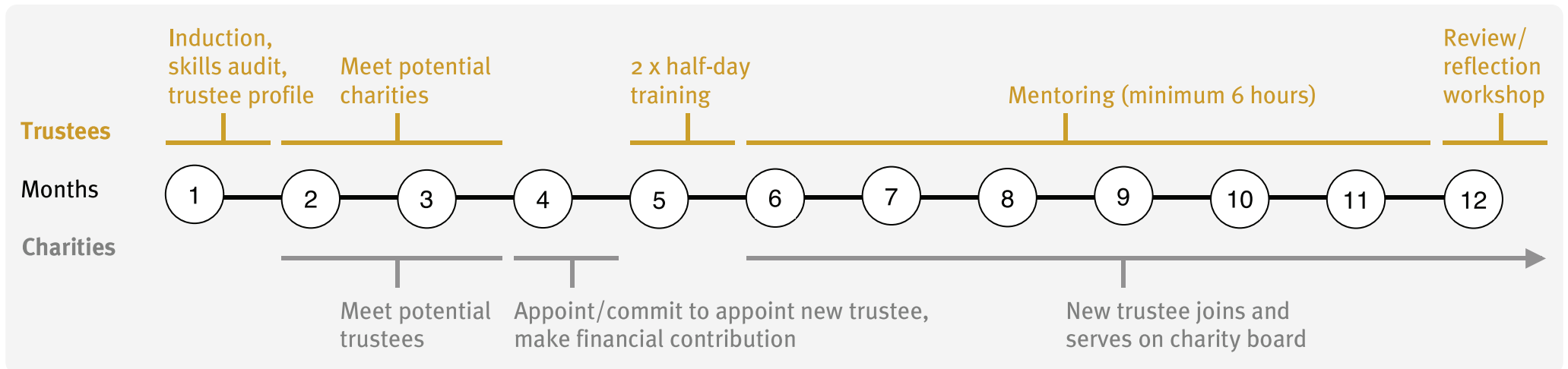
Many charities across the north east struggle to appoint effective trustees. Small and medium charities and those whose mission is less well understood by the public can find it particularly challenging. This new programme addresses the issue by developing first time trustees and matching them to charities that need them.

The programme encourages people to volunteer through trusteeship earlier in their lives and ensures their first experience is successful and rewarding. Our aim is to motivate them to continue to serve the sector as outstanding trustees for many years to come. The programme is an investment in trustees, in the charity sector, and in the north east.

### Programme summary

Over 12 months, the programme works with groups of talented and engaged people looking to commit to becoming trustees for the first time. We spend time with them, exploring trusteeship and their interests, motivations and skills, before writing a trustee profile to help match them to charities. Once successfully matched, we provide a programme of training, mentoring and peer support during their first six months of trusteeship. Trustees will also have a personal development plan based on a detailed analysis of their longer-term trustee development priorities.

A new trustee competency framework underpins the programme. The framework draws from recognised best practice including the *Code of good governance* for charities, the Charity Commission's *The essential trustee* and ICSA's *Charity trustee competence matrix*. Mentoring will be provided within an understanding of best practice informed by the European Mentoring and Coaching Council.



For more information about the programme contact **Robert Laycock** [robert@peoplepurposeplanning.co.uk](mailto:robert@peoplepurposeplanning.co.uk) 07766 876471

## How to get involved

If you are looking for new outstanding, trained trustees and want to be part of this initiative recognising the longer-term benefits for the sector as a whole, email Robert [robert@peoplepurposeplanning.co.uk](mailto:robert@peoplepurposeplanning.co.uk) or Stephanie [stephanie@sharinglearningdoing.org.uk](mailto:stephanie@sharinglearningdoing.org.uk)

If you take part, the next steps will be

1. Tell us which potential trustee(s) you would like to know more about (see trustee snapshots)
2. From the trustee profiles we send you, tell us who you would like to meet
3. Meet the potential trustee(s)
4. Choose one or more to join your trustee board and agree a date to appoint or co-opt them to fit your governance schedule
5. Make the financial contribution towards the programme costs
6. Induct and introduce the new trustee(s) to your charity following your usual trustee processes

## Programme costs

Charity income	Cost
Less than £100k	£150
£100k – 999k	£250
Over £1million	£400

A potential trustee can only join the trustee training sessions once we have received their charity's financial contribution.

Where additional external funding is available we may be able to offer bursaries to organisations that otherwise are unable benefit from the programme.

## Programme leaders



### Robert Laycock

Robert's experience of effective governance includes 12 years leading regional arts based charity Helix Arts; nine years trustee and chair of North Tyneside Art Studio supporting people with severe and enduring mental health problems; three years parent governor and chair of governors at Marden High School and, two years board member Beacon Hill Arts supporting people with learning disabilities, autism and additional needs. Robert is also chair of the Panama Swimming Club, a recreational sea swimming club in Whitley Bay founded in 1930. Robert supports governance development with a wide range of charities across the north east and is founder and co-ordinator of the Better Governance Working Group part of North East Together: Leaders Network for Social Change.



### Stephanie Cole

Stephanie has worked and volunteered in the voluntary, charity and social enterprise sector for 20 years specialising in governance, capacity building and organisation development. She's worked for Newcastle CVS and North Tyneside VODA, and now runs Sharing Learning Doing, a social enterprise that helps people and organisations do good things in their communities. Stephanie is also chair and founding trustee of Northern Creative Solutions and trustee of Scotswood Natural Community Garden. Northern Creative Solutions runs Broadacre House and works to create thriving community spaces for social change, creativity and collaboration; Scotswood Garden works with nature to create a great place for people and wildlife to enjoy.