

Top Tips & Stories to Support You to Develop the Diversity of your Board

1-7
JUNE
VOLUNTEERS' WEEK
A time to say thanks



MVA
Medway Voluntary Action

Charity Trustees & Diversity:

How is your Board of Trustees doing?

Take a look at the following statistics to see how you compare to national averages for diversity in your board of trustees.



National Data highlights that there is a lack of diversity on charity boards and reports* suggest that:

- Men outnumber women on boards by two to one
- More than 90% of trustees are white, older with above average income and education
- Just 6.6 per cent of the trustees of leading charities are from an ethnic minority background
- Two thirds of the UK's 500 largest charities have all-white boards



Recent statistics also suggest that there are more than 100,000 unfilled charity trustee vacancies in the UK. Nearly three-quarters of charities have reported difficulties hiring trustees and many want to recruit people with professional skills.

However, the fact that over 70% of charities recruit informally and largely through their existing networks results in a startling lack of diversity among trustees.

*Source: The Charity Commission's 'Taken on Trust' report

Diversity covers a wide range of characteristics such as: age, ethnicity and culture, gender, race, religion, sexual orientation and physical/mental capabilities

What are the Benefits of Diversity



The role of any charity trustee board is to lead their organisation down a path towards achieving its goals. The chances of trustees discovering the right path quickly improve when the leadership team is diverse, both in thought and lived experience. A more diverse range of trustees also helps to ensure a charity is fair and open in all its operations.

Benefits Diversity Can Bring

- A diverse board can increase public confidence and accountability
- Different types of trustees can help keep your board fresh, keep new ideas coming and prevent leadership from becoming complacent
- A diverse board contains a broader mix of skills, knowledge and experience which should give it greater flexibility to overcome challenges
- Studies have shown that organisations with greater diversity in leadership are more innovative and are eight times more likely to achieve positive organisational outcomes
- Better development of future services more aligned with the needs of service users



If you have identified that your board of trustees could improve their own diversity – read on to discover some top tips and stories to help you make effective changes

How Do I Develop the Diversity of my Trustee Board?



Trustee Recruitment Cycle

The Trustee Recruitment Cycle is a fantastic tool developed by Reach Volunteering and partners with the view to **helping boards to recruit openly, for diversity of skills and experience.**

It provides information, tools and examples from real charities, and takes you through the whole trustee recruitment process.

Follow this link to access their wide range of free resources:
<https://reachvolunteering.org.uk/trustee-recruitment-cycle>



Reflect

Identify the mix of skills and experience your board needs to lead your charity.



Prepare

Plan your recruitment process, write a trustee role description, and get ready to engage with candidates.



Advertise

Create a trustee advert to attract the candidates you want, and share it widely.



Shortlist and interview

Choose the person who will strengthen your trustee board.



Appoint and induct

Formally appoint your new trustee, and support them with a good induction.



Evaluate

Learn from your trustee recruitment process and lay strong foundations for future recruitment.

Top 10 Diverse Trustee Recruitment Tips

1. Carry out a Trustee Diversity Audit on your board to highlight the gaps in experience and skills.
2. Brainstorm all of the possible motivations for a Trustee for your charity whether it's giving back, career development, passion towards the cause etc and use in ads.
3. Reach out to your networks, current and former volunteers, service users and their families, supporters and anyone connected to your organisation. People with lived experience of your service can provide invaluable insight in to future service development.
4. Talk to local similar service providers and find out what has worked for them when recruiting there trustees, including organisations that support these groups.
5. Use Reach Volunteering's amazing resources on Trustee recruitment.
6. Ensure that your recruitment processes and tools are accessible.
7. Think about the language you use— for example: terms like 'Treasurer' may be off putting to younger volunteers; consider terms like Finance Trustee instead.
8. Offer applicants the opportunity to have an informal chat or visit with some of your current Trustees – Let them hear 'first-hand' the benefits of being a trustee with you.
9. Look into setting up a 'Trustee Shadow' program. (You can find links for a FAQ sheet on this at the end of this pack)
10. **Check out the resources section at the end of this pack which includes support on recruiting people from lots of different backgrounds and more.**



Acquiring the right talent is the most important key to the growth of any VCS organisation

Don't take our word for it! Hear what local Trustees in Medway have to Say



Role models and seeing other people from similar backgrounds in trustee roles can be a powerful way to encourage someone to consider becoming a trustee themselves – so we would like to thank:

- Joe Wastell – Trustee at Belive
- Kulwant Jhita Singh – Trustee at Kent Ramgarhia Darbar Sikh Temple & Community Centre
- Lady Lola Oyewusi – Trustee at Magdalene Ministry

They have kindly shared their own experiences of being a trustee and are happy for you to share their stories to help inspire more people, from all backgrounds, to consider becoming a trustee.

Medway Trustee Voices



“My name is Joe, I’m 29, have learning disabilities and have been volunteering as a trustee at Belive Medway for over 3 years now.

In my role as a trustee I attend meetings that shape how Belive is run, and I get to be involved with a range of activities including interviewing new volunteers and trustees and supporting a wide range of projects that Belive operates.

Belive’s aims and values largely reflect my own and I like to know that I’m making the lives of people with learning disabilities in Medway better. I gain a real sense of purpose and achievement being a trustee and it’s nice knowing that I am helping people.

Being a trustee has enabled me to develop my skills in thinking on my feet and developing new ways of forming reasoned ideas and I always feel that my ideas and opinions are valued and welcome.

I believe that a group that has a diverse range of trustees with different life experiences, will be better equipped to develop and implement new ideas. Medway is a very diverse area and involving people from communities less heard from also helps promote the reputation and integrity of the charity.

Having a diverse set of trustees on your board not only benefits the charity and it’s service users it will also help you to reach out to a wider range of local communities.

If you are thinking about becoming a trustee and you see a group that's aims and values reflect your own, ask if they have any opportunities to join their board. The ideas that you bring could help shape the way the group is run and you can make a real difference in people’s lives”.

About Belive

The purpose of Belive is to provide a person-centred befriending service for local people with a learning disability in Medway. Find out more about what Belive do on Facebook by searching Belive Medway.



“The ideas that you bring could help shape the way the group is run”

Joe Wastell – Trustee at Belive Medway

Medway Trustee Voices

“My name is Kulwant, I am an Asian British Sikh and I volunteer as trustee at the Kent Ramgarhia Darbar (KRD) Sikh Temple & Community Centre in Gillingham.

For over 25 years now I have been volunteering as a trustee on KRD’s board. I get involved with a wide range of things including: reviewing and formulating policies, reporting, managing operational processes and holding and chairing management meetings (to name but a few).

For me being a trustee is a real honour and it gives me the opportunity to make a difference in my community and learn new things (even 25 years on).

I get a lot of personal satisfaction making our services users, and those less fortunate in our society, happy. It gives me a great sense of wellbeing and peace of mind knowing that I am trusted to help make peoples lives better and represent my community.

I believe a diverse board supports a deeper understanding of different cultures and religions across communities. I think it helps you to appreciate and respect others more effectively and formulate better policies and processes for inclusion. I think bringing together a broad spectrum of backgrounds, experiences and abilities on your board allows you to have a much greater impact on the communities you serve.

I have experienced barriers, a long time ago, when diversity was not as widely appreciated as it is now and I found this meant ‘getting things done’ took a lot longer, although it did eventually lead to additional opportunities (on local radio) for me.

I believe empathy, compassion, love, experience, knowledge, service about self, teamwork and a smile all go a long way to support the fact that we are all one.

To anyone thinking about trusteeship I say – Don’t think about it, just get up and do it , there is a lot you can offer”.

To find out more about KRD search Kent Ramgarhia Darbar Sikh Temple on Facebook.



“Don’t think about it just get up and do it... There is a lot you can offer”

Kulwant Jhita Singh – Trustee at Kent Ramgarhia Darbar Sikh Temple & Community Centre

Medway Trustee Voices



“My name is Lola and I volunteer as a trustee at the Magdalene Ministry in Walderslade. I have always volunteered my time since I can remember, however my journey as a trustee started in November 2010, 12 years ago.

The role entails a full hands on approach and the following are just some of the things I do: writing volunteer policies, agreements, day - day procedures, fundraising, supervision of volunteers, coordinating helping to manage range of projects. I also attend partnerships meetings.

I am still in full time employment and run a church in combination with my volunteering activities. I'm passionate about community development and helping people to be their better self is what I do best. I like to inspire and transform communities and I have the right attitude for it. It gives me a feel good factor knowing that i am positively impacting & transforming lives .I get a great sense of satisfaction from what I do. It also helps me to not focus on my own problems thereby enhancing my own mental wellness as well.

Seeing beneficiaries lives transformed and them becoming volunteers (which improves their employability skills) is something I get a lot of pride from knowing the impact we make in peoples lives.

Diversity on our board helps us to ensure that we are connected to the people we serve, it supports us to be open and fair in all that we do which increases public confidence in our organisation and the people using our services. I am aware of the barriers & issues connected with a diverse trustee board, in some cases this being a matter of - if your face fits or it's about who you know in that organisations especially with women from the black community

It's important to me, as the founder of a community organisation, that we have a diverse set of volunteers and trustees which is very intergenerational so we can better support our beneficiaries.

If you're thinking about being a trustee I say ***Go for it, you have nothing to lose and a lot to gain***”.

About Magdalene Ministry

- Magdalene Ministry serving and supporting communities in Kent and Medway.
- We working with local stakeholders to tackle the issues of food poverty, food wastage, loneliness and Isolation.
- We are connecting communities to help eradicate poverty and build community power that's is equally diverse and inclusive.

Find out more here: www.magdaleneministry.com



“It gives me the opportunity to have the skills of a CEO whilst making a huge real positive impact in the community”
Lady Lola Oyewusi – Trustee At Magdalene Ministry

Further Reading & Resources

On Becoming A Trustee

Follow this link to visit MVA's website section on Trustee Support & Advice: Click [HERE](#)

Here you will find links and resources for:

- Reach Volunteering Trustee Recruitment Cycle
- Trustee Board Diversity Audit
- Shadow Trustee Program FAQ Sheet
- NCVO Good Trustee Guide
- Government Guidance On Finding Trustees
- NCVO Blog On How To Improve Diversity Among Trustees
- Think NPC Blog On How To Improve Diversity & Inclusion On Trustee Boards
- Charity Awards News Article On How To Get A Diverse Charity Board
- Reach Volunteering Short Video On How Important Is Diversity On A Charity Board?
- Charity Commission Taken On Trust Report On The awareness & Effectiveness Of Charity Trustees In England & Wales

Interested in learning more? Then MVA can help: Get in touch with us today:



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