



Trustee Board structure, composition and selection arrangements from AGM 2024

[Draft version, subject to agreement by Trustee Board July 2024]

Background

Changes to POR in April 2024, make further changes to the composition of the Trustee Board; building on the changes made last year.

The current size of the Trustee board is 'outside' the permitted range of POR, before we account for vacancies for Districts that are not currently represented under the current model.

The direction of travel is away from 'representative' Trustee boards (i.e. where each District, and county teams / functions are represented) to where a group of individuals with specific skills meet to oversee the governance of the running of the Charity. The cascade of operational information will continue through the County Teams to District Teams, and direct to members via iWispa and nationally provided information. Operational members (such as Programme Team Lead, or Alfrey Warden could still attend to provide information if required, but not as Trustees).

Composition and structure of the Board

The latest version of POR states that:

5.6.7.2 A County Trustee Board should comprise a maximum of 12 Trustees (the total of all ex officio, appointed and co-opted Trustee categories), with a minimum of five Trustees. The maximum number of Trustees should be agreed by the County Scout Council at its AGM.

5.6.7.10a The County Commissioner and the County Youth Commissioner are ex officio members of the County Trustee Board

The Chair and Treasurer are now drawn from the membership of the Trustee Board, rather than appointed separately.

The County Trustee Board will be formed of a maximum of nine Trustees, with the composition following POR as below:

1. County Commissioner (ex-officio)
2. County Youth Commissioner (ex-officio)
3. Appointed Trustee
4. Appointed Trustee
5. Appointed Trustee
6. Appointed Trustee
7. Appointed Trustee
8. Appointed Trustee
9. Hold for Co-opted Trustee, if required.

POR places a further 'ideally' state specifically for County Trustee Boards that we should aspire toward:

5.6.7.7 A County Trustee Board and its sub-committees should have at least two Trustees aged between their 18th and 25th birthdays.

The County Youth Lead / Commissioner provides one of these roles. Another 18-25 year old Trustee is ideally required, and our process should reflect that.

Trustee Selection Process

The requirements for appointing members of the Trustee Board are defined in POR as:

5.6.7.10d) The appointed members of a County Trustee Board are persons appointed by the County Scout Council at the County's AGM. This should follow a selection process initiated and overseen by the County Trustee Board.

5.6.7.10b The County Trustee Board must initiate a selection process to propose a County Chair to the County Scout Council for appointment at their AGM.

5.6.7.10c) The County Trustee Board must initiate a selection process to propose a County Treasurer to the County Scout Council for appointment at their AGM.

We have established the following selection process to cover this responsibility:

The selection process for Warwickshire Scouts Trustees:

1. Existing trustees (whose terms are expiring, and are not term limited) are invited to apply to continue (In 2024, this is all Trustees).
2. New trustees will be sought via open advertising, seeking specific skills required for the board.
3. Specific 18-25 year old advertising should be undertaken to target potential Trustees in this age range, for example directly to Scout Network.
4. The existing Trustee board and County Leadership Team will review the individuals identified under steps (1), (2) and (3) to determine the composition of the Trustee Board to propose to the County Scout Council at the AGM.
5. The existing Trustee board will make a recommendation to the County Scout Council on a Chair and Treasurer from amongst the individuals proposed in step (4).

Version 1

1 June 2024