**Transforming Governance Q+A**

The following document collates a series of comments from the Transforming Governance Workshop - Overview of Governance for Charity Trustees.

### During the session, participants were asked to engage in a short breakout session, to explore the Seven Deadly Sins’ of Boards (*John Williams, Civil Society, 2016):*

* *No formal evaluation*
* *Lack of finite terms of office*
* *Not enough attention to sustainability and risk*
* *Skimping on recruitment*
* *Lack of engagement between meetings*
* *Lack of respect for SMT*
* *No investment in induction and training*

What Deadly Sins have you experienced or witnessed on Trustee Boards?

* A lack of regular board self-assessment is a key issue for many organisations.
* A significant challenge for many organisations is in trustee recruitment, induction and training. This can be time-consuming and can require financial investment.
* Good governance requires a commitment of time, energy and financial resource, which can be challenging for many organisations.
* The cost of recruitment can be a real challenge for small organisations that lack personal networks or lack the funding to recruit effectively.

What could be improved or implemented to help?

* A clear and accessible guide on how to conduct a board assessment would be helpful. Some examples of such audits can be found here:
  + How to complete a skills audit – [Reach Volunteering](https://reachvolunteering.org.uk/trustee-recruitment-cycle/reflect/how-complete-skills-audit)
  + Trustee skills audit - [NCVO](https://www.ncvo.org.uk/help-and-guidance/governance/board-basics/tools-and-guidance/trustee-skills-audit/)
* Coming together as a consortium (for example with other National Portfolio Organisations) can enable organisations to pool resources together. An example of where this has been successful was in Plymouth, where organisations came together (supported by Plymouth Culture) to create a joint recruitment campaign.
* To ensure that organisations have the time, energy, and financial resource to maintain good governance, the cultural sector should ensure that this is built into budgets, and equally, funders should provide access to organisational development funding to support good governance.
* Free and low-cost resources should be provided to small organisations to support recruitment and board diversity. Some examples include:
  + [Reach Volunteering](https://reachvolunteering.org.uk/), which enables charities to advertise vacancies for free.
  + [The Trustee Leadership Programme](https://cause4.co.uk/trustee-leadership-programme), which showcases new vacancies in a monthly newsletter for free.